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Committee on the Elimination of Discrimination against Women

Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Second periodic reports of States parties

Lithuania*

* The present report is being issued without formal editing.
For the initial report submitted by the Government of Lithuania see CEDAW/C/LTU/1.

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SECOND PERIODIC REPORT ON THE IMPLEMENTATION OF THE PROVISIONS OF THE CONVENTION OF THE UNITED NATIONS "ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN" IN LITHUANIA

PART I

INTRODUCTION

Convention on the Elimination of All Forms of Discrimination against Women of 18 December 1979 came into force in respect of the Republic of Lithuania in 1994. In June 1998, The Republic of Lithuania submitted its initial report on the implementation of the Convention, pursuant to article 18 of the Convention.

The Government of the Republic of Lithuania is now submitting its first periodic report pursuant to article 18 of the Convention, taking advantage of the possibility permitted to the Committee of combining two reports and presenting them at the same session. The new report elaborates on the first report and outlines recently adopted measures vis-a-vis the principles enshrined in the Convention and describes the further development of equal rights policy in Lithuania since 1998 with respect to the individual articles of the Convention.

Since the presentation of initial report one of the most significant achievements in compliance with the UN recommendations and EU guidelines on the issues related to equal opportunities, on 1 December, 1998, the Seimas of Republic of Lithuania passed the Law on Equal Opportunities which came into force on 1 March, 1999. The implementation of the Law is supervised by the Equal Opportunities Ombudsman. To ensure the work of the Equal Opportunities Ombudsman the Office of the Equal Opportunities Ombudsman was instituted on 25 May 1999. Now the Office of Equal Opportunities has a status of independent public institution undertaking democracy, legality, impartiality and justice as the main principles of its activities. The Equal Opportunities Ombudsman investigates complaints relating to discrimination and sexual harassment.

The established national mechanism is being developed further. Following the Resolution of the Government of the Republic of Lithuania, an Inter-Institutional Commission with approved Regulations for its activities was established on 7 March 2000, involving representatives from all ministries and certain departments. The main tasks of the Commission are the following:

- to co-ordinate activities of state institutions in implementing the policy of equal opportunities and rights for men and women;
- to submit conclusions and proposals to the Government and other state institutions on implementation of principles on equal opportunities and rights for men and women;
- to stimulate advocating the ideas for equal opportunities of men and women.

In carrying out the delegated tasks, the Commission shall:

- co-ordinate the activities of state institutions and co-operation with Non-Governmental organisations in implementing the state policy on equal opportunities for men and women;
- analyse the implementation of the equality principle in various spheres of political, cultural and social life, as well as consolidation of this principle in programmes and legislation;
- analyse the issues related to equal opportunities for men and women and submit conclusions and proposals referring to information on implementation of the principle of equal opportunities in Lithuania and reporting to International Organisations;
- study EU legislation and submit proposals to the Government of the Republic of Lithuania and other authorities on implementation of the principle of equal opportunities for men and women in Lithuania in pre-accession to the EU;
- submit proposals to state authorities and public organisations, NGO's and International organisations on advocating the ideas of equal opportunities for men and women, co-operation and exchange of information and experience with the Ombudsmen's Service on equal opportunities for men and women, as well as other authorities, NGO's, International organisations and foreign establishments.

PART II

Article 1

Article 2, part 2 of the Law on equal opportunities for women and men provides for the definition of discrimination, which corresponds with the definition of discrimination provided for in Article 1 of the Convention. The attention should be paid to the fact, that this definition includes not only violation of equal opportunities for women, as it is provided for in the Convention, but also violation of equal opportunities for men, and it is determined as discrimination. Taking into consideration that Article 2, part 1 of the Law provides for definition of "Equal opportunities for women and men" and article 2 part 2 provides for definition of discrimination, it can be stated that definition of discrimination is established in the legislation system of Lithuania and corresponds with the definition of discrimination provided for in Article 1 of the Convention.

Article 2

The Law on equal opportunities for women and men was adopted on December 1, 1998 and came into force on March 1, 1999. Article 1 "Purpose of the Law" states, that the purpose of this Law is to ensure implementation of equal rights of women and men, guaranteed in the Constitution of the Republic of Lithuania, Article 29 "All people shall be equal before the law, the court, and other State institutions and officers. A person may not have his rights restricted in any way or be granted any privileges, on the basis of his or her sex, race, nationality, language, origin, social status, religion, convictions, or opinions.".

Chapter III of the Law on Equal Opportunities "Violation of Equal rights", Articles 6 - 8 define in details discriminatory acts of an employers, discriminatory acts in educational and scientific institutions and discriminatory advertisements. Implementation of equal rights for women and men is determined in the Article 3 "The

duty of State Government and Administration Institutions to implement equal rights for women and men", Article 4, "The duty of Institutions of education and science to implement equal opportunities for women and men" and Article 5 "The Employer's duty to implement equal rights for women and men at workplace". Monitoring and supervision of the implementation of the Law is charged to Equal Opportunities Ombudsman. To ensure the work of Equal Opportunities Ombudsman the Office of the Equal Opportunities Ombudsman is instituted. The mechanisms to promote the advancement of women has been established and the national machinery on Equal Opportunities has been created to implement gender equality principle into all spheres of the society.

Following the adoption of the Law on equal opportunities for men and women, three new articles were introduced to the Administrative Code of the Republic of Lithuania: "Article 41 (6). Violation of equal rights for men and women"; "Article 187 (5). Non-observance of the requirements as set by the officials of the Ombudsman's service"; "Article 247 (6). Equal Opportunities Ombudsman's Service" providing for Equal Opportunities Ombudsman's authority to investigate cases falling under the said Articles and to impose penalties accordingly.

Article 2 of the Law on Employment Contract passed on November 28, 1991, provides for equality for all employees, regardless of their sex, race, nationality, citizenship, political convictions, religious beliefs, or any other factors which do not affect their professional qualifications. Article 19 of the same law prohibits from refusing employment on the grounds stipulated in Article 2. The Law on Wages establishes that an employee's wages shall depend on labour supply and demand in the labour market, quality and quantity of labour and the results of the enterprise's activities. According to the Law it shall be forbidden to reduce wages due to the person's sex, age, race, nationality, or political convictions.

Article 9 "The rights of a person who is being discriminated against" of the Law on Equal Opportunities sets that "A person, who thinks, that discriminatory acts have been directed against him or that he has become the subject of sexual harassment shall have the right to appeal to the Equal Opportunities Ombudsman" and Article 30 of the Constitution stipulates that any person whose constitutional rights or freedoms are violated shall have the right to appeal to court. Equal Opportunities Ombudsman in cooperation with other Office officials investigates complaints relating to discrimination and sexual harassment, conducts such investigation on it's own initiative provided that facts of violation of equal opportunities are established on the basis of mass media and other sources, within its competence submits recommendations to State Government and administration institutions of the Republic of Lithuania on the revision of legal acts and the priorities in the policy of equal rights, supervises the mass media so that it does not place discriminatory advertisements, within it's competence investigates administrative cases and imposes administrative sanctions, which are administrative fines. Also the Ombudsman supervises how the Law on Equal Opportunities is implemented by governmental and administration institutions, educational institutions and employers. To this end the Equal Opportunities Ombudsman is entitled to be provided with all information, documentation and material necessary for the performance of these functions. Additionally he may participate at interviews for a job and admission tests at

educational institutions as an observer. The Office officials have the right to hand the material and information collected over to other competent institutions for further investigation or decision making.

Equal Opportunities Ombudsman have already received 25 complaints, 3 of them are on sexual harassment, most of others are on discrimination in employment.

Chapter II "Implementation of Equal Rights for Women and Men" Articles 3-5 of the Law on Equal Opportunities determine duties of State Government, Administration Institutions, Institutions of Education and Science. Employer's duties to implement equal opportunities for women and men. Duty of State Government and Administration Institutions is: to ensure that equal rights for women and men be guaranteed in all legal acts drafted and enacted by them; to draw up and implement programmes aimed at changing public attitudes about the superiority of one sex over the other; in the manner prescribed by the Law to provide assistance to the programmes of public organisations, public institutions, societies and charitable foundations which assist in the implementation of equal opportunities for women and men. Duty of Institutions of education and science is to ensure equal conditions for women and men regarding: admission to vocational educational institutions, colleges, institutions of higher education, and to qualification improvement courses; award of grants and providing loans for students; selection of curricula; assessment of knowledge. Curricula and text books must not propagate discrimination of women and men. When implementing equal rights for women and men at workplace the employer must: apply equitable recruitment criteria, except for specific work which can be performed only by person of particular sex; provide equal working conditions. opportunities to improve qualification and provide equal benefits; apply equal criteria in assessing the quality of work; provide equal pay for work of equal value; take appropriate means to prevent sexual harassment of the employees; take appropriate means to prevent persecution of an employee who has lodged a complaint on the grounds of discrimination.

The Law on the Seimas Ombudsmen, amended on December 16, 1998, stipulates that all persons whose rights were violated by the actions or inaction of officials shall have the right to appeal to an appropriate Ombudsman to have their violated rights defended according to the procedure established in Articles 15-26 of the Law on the Seimas Ombudsmen.

The Law on Equal Opportunities, Article 27 states, that each year, by the 15th of March the Equal Opportunities Ombudsman shall submit to the Seimas an annual report for the preceding calendar year about the activities of the Office of the Equal Opportunities Ombudsman. The report shall be considered by the Seimas and shall be made public. Such report, submitted to the Seimas include appropriate measures taken by the Equal Opportunities Ombudsman. One of the first investigations conducted by the Ombudsman was situation regarding discrimination in the Lithuanian Military Academy and was resolved positively. It was established earlier on that men were admitted to the day-time department of the motorised rifle programme, while women were admitted only for an extramural course on the same programme. The Academy was urged to stop the discriminatory practices with regard to women. From now on women will also be able to study full time at the Academy.

The Office of Equal Opportunities Ombudsman has been authorised to ensure that no discriminatory advertisements appear in the mass media. Article 8 of the Law on Equal Opportunities establishes that it is prohibited to specify special requirements in job advertisements or education opportunities advertisements , giving priority to one of the sexes and to request information from job seekers about their civil status, private life or family plans. Employers used to specify the preferred gender of employees by writing a noun in masculine or feminine sex. The gender requirements for candidates are thus concealed, although it may limit the number of people who can apply for the job. Therefore the State Commission for the Lithuanian Language was requested to issue instructions on how to write the names of positions correctly. On November 4, 1999 this Commission established that the names of posts, professions legal status, ranks, titles, academic degrees and other similar names should be expressed in the general meaning by nouns in masculine gender. In the Lithuanian language the masculine gender of nouns has always been used to express a general meaning. The Office of the Equal Opportunities Ombudsman has asked many state institutions and private companies to account for the use of discriminatory advertisements. The Ombudsman may impose fines from one hundred to four thousand Litas for the violation of the Law on Equal Opportunities. Usually employers plead ignorance and say that they were not warned by the newspapers which accepted those advertisements. Therefore, editors of all the major newspapers were requested in writing not to breach the Law by publishing discriminatory advertisements. 11 state enterprises and 63 private enterprises are already called to account on discriminatory advertisements during last year.

As Lithuania started EU pre-accession negotiations, Lithuanian legislation is supposed to correspond to the requirements as laid down in the "ACQUIS COMMUNAUTAIRE". In the beginning of 1999 the Phare Experts carried out analysis of the Lithuanian legislation on approximation with European legislation regarding equal treatment of women and men. PHARE expert team have analysed the present amended and proposed legislation concerning social security and labour law concerning the principle of equal treatment of women and men. It was stated that the Lithuanian legislation in this field has "passed the test" of the principle of the equal treatment of women and men in general.

Seeking to create legal conditions for implementation of the principle on equal opportunities in the environment of the employment, the National plan of implementation measures for the Programme of 2000 of the Government of the Republic of Lithuania includes drafting of the new legislation for the second half of the year to ensure equal opportunities on the labour market. A comprehensive analysis is required before making amendments to the said laws, focusing on how the changes will affect labour relations and economic status of certain groups of population with regards to their income following amendments in the unemployment benefit disbursement terms, etc.

Provisions of penal legislation as well as any other legal acts of Lithuania are equally applied for both sexes. The new draft of the Criminal Code includes a separate chapter XXII regulating crimes and penal offences against equality and freedom of conscience of persons. Article 160 of this Code provides, that "Individuals who undertook certain

actions with the view to prevent groups of the population or separate members to participate on equal basis in political, economic, social, cultural or labour activities, either to restrict such rights or freedoms for the respective persons on the grounds of nationality, race, gender, sexual orientation, origin or any other dependence to a group, shall be punishable by public works, freedom restriction, arrest or imprisonment up to 3 years."

Article 3

Equality between women and men is recognised as a basic principle of democracy and respect of humankind. Women's rights are human rights and non-discrimination is significant in that respect.

One of the priority guidelines of the state policy is to ensure equal opportunities for men and women. Equality is treated as the main principle of democracy. The rights of women in the context of human rights are provided for in the Constitution of the Republic of Lithuania in the meaning of non-discrimination on gender basis, in exercising the right to work, education, etc. The principle of equality is based on rights, responsibilities and possibilities for men and women in all spheres of life. The success of a state aiming at implementing democracy, social and economic progress, observing human rights, cultural and vocational improvement, is directly related to the level of participation of both, men and women, in the development of these processes. Active participation of women in politics, governmental structures, businesses and other professional activities based on the principle of equality is a major condition in creating an open democratic society.

General strategy for creating the legal system of the Republic reveals serious intentions of the Government to implement the provisions of Article 3 of the Convention. For example, one of the main actions already carried out for the protection of women's human rights was the adoption of the Law on equal opportunities for women and men and establishment of the mechanism of supervision of its implementation. The implementation of the Law is supervised by the Equal Opportunities Ombudsman and the Office of Equal Opportunities Ombudsman which is instituted to ensure the work of Equal Opportunities Ombudsman.

Implementation of the principle of equal opportunities is also included into the Programme of the Government. To increase population employment in creating equal opportunities for all social groups of population is among the objectives of the employment policy. Draft National Action Plan on increasing population employment is currently being developed covering "Equal opportunities on the labour market" as a separate section. This part of the plan provides measures to ensure equal opportunities for men and women on the labour market, for employment support to persons with disabilities, for integration socially vulnerable groups of population (young persons and the elderly, former prisoners, etc.) into the labour market. The programme is being drafted on the basis of the EU Employment Strategy providing for creating equal opportunities on the labour market, as one of the four main guidelines.

The policy pursued by the State towards equal rights and opportunities of women and men is consistent and continuous and this is proven by the fact that, although the

last elections were won by another political party on 1996, the Women's Advancement Programme, adopted as follow up of Beijing Platform for action is continued. The measures foreseen in the First National Action Plan for implementation of Women's Advancement Programme 1996-1997 were successfully implemented. The second 1998-2000 action plan for the implementation of the Lithuanian Women's Advancement Programme was approved by Resolution No. 77 of January 21, 1998 the Government of the Republic of Lithuania and most of measures foreseen in this plan are already fulfilled in various spheres.

A mechanism of the enforcement of equal rights and opportunities of women and men has been put in place to implement women advancement policies. At present this mechanism is comprised of the institutions of following levels:

At the Seimas level, these issues are within the jurisdiction of the Group of Women Parliamentarian and the Committee of the Family and Child Affairs.

At the Government level, the implementation of these issues is within the jurisdiction of the State Consultant. The main responsibility for policy making on gender equality and coordination of implementation of equal opportunities policy for women and men lies on the Labour Market and Equal Opportunities division within the Ministry of Social Security and Labour. On March 7, 2000 the Government of the Republic of Lithuania approved the establishment of the permanent Inter-Institutional Commission on the issues of equal opportunities for men and women. Members of the Commission shell be comprised of representatives of all ministries and certain departments. The Commission shall be charged with co-ordination of activities of national institutions implementing the policy of equal opportunities and rights for men and women and mainstreaming the principle of equal opportunities in the actions of national institutions. Vice-Minister of Social Security and Labour is appointed as Chairperson of the Commission.

Equal Opportunities Ombudsmen and Office of Equal Opportunities Ombudsmen, founded by the Law on Equal Opportunities supervises the implementation of equal rights and opportunities for women and men laid down in the Constitution and the Law on Equal Opportunities as well as other legal acts. In addition, the State Labour Inspection at the Ministry of Social Security and Labour is in charge of immediately informing the Ombudsman for Equal Opportunities on every violation of gender equality at the working place so that Ombudsman on Equal Opportunities could investigate the case accordingly, defining whether this is a case of breaching the Law on Equal Opportunities for Men and Women and takes corresponding measures.

The Government of the Republic of Lithuania authorised the Department of Statistics to collect, analyze and publish statistical data related to gender. Corresponding statistical data is available in separate publications for 1997 and 1998. The statistical data for 1999 is prepared for publication now. Apart from these publications, the Department of Statistics is monthly publishing information on gender-based data.

At the level of non-governmental organisations, Lithuanian NGOs take an active participation in gender equality matters. The number of NGOs is growing and they become more and more important in the society. In 1999 the number of women

organisations reached 63. Four women's study centres are active in academic, publishing and educational fields. One of the most active organisations is the Women's Issues Information Centre. The Centre initiates social studies, collects and analyses gender related statistical data with the view to employment of women, entrepreneurship, education and family issues. They are engaged in educational activities as well. The Women's Issues Information Centre of coordinates activities of other NGOs, publishes the magazine "Woman's World", issues and disseminates leaflets and booklets, ensures exchange of information within the country and internationally.

Active women's NGOs are strongly influencing attention dedicated to the women's issues, which are given priority in political, social, economic, educational and cultural activities.

Historically developed traditions of women participation in politics are dynamically evolving in Lithuania to present days. The positions of women in politics are positively changing. 25 women (18%) were elected to the 8th Seimas of the Republic of Lithuania in 1996. Women took an active part in elections to local municipalities. 24,3% of women were in the lists of nominees for elections to municipalities in 1995 and 19,42 were elected. In 1997 the list of nominees for the elections to municipalities enrolled 30% of women and 22% were elected. The local elections took place on March 19, 2000. Among candidates 38.5% were women and according to preliminary results 17.6% of them were elected. It is obvious, that Women's organisations have a lot of work in encouraging women to leadership. The next elections to the Seimas will be held in Autumn, 2000. Representatives of different parties at the Seimas established a group of Women Parliamentarians. Among the 14 members of the Government, the Minister of Social Security and Labour is a woman and there are 13 women - deputy - ministers out of total number 52. Two women were among 56 Mayors of Municipalities till the local elections on March 19, 2000.

Seeking solution of problems in the social and economical sphere and carrying out the implementation plans of the Programme for the Advancement of Women foreseen measures are successfully being implemented.

Participation of women in economic activities has greatly increased since 1995. In 1998 women made up to 48,5% of the employed population. Similar to many other countries feminisation of certain branches of economy is observed in Lithuania as well, however, horizontal and vertical gender segregation remains unchanged. Women are more employed in non-productive sphere of economy and less in industries. As far as vertical segregation is concerned, it should be noted that position of Lithuanian women is lower in the hierarchy, and in the pyramid of employment they constitute the majority in the foundation of the pyramid. Moving up to the top the number of women decreases and only few of them are in the most prestigious positions.

The system of free economic market provides equal opportunities for all citizens to seek economic independence. More and more women are willing to start their own business and gain economic independence. Moreover, women recruit other women more willingly and create jobs not only for themselves, but also for other women, filling in at the same time the existing niches on the free market. According to the data of the

Statistics Department women ran approximately 29% of businesses in 1998. One of the examples of good practice is that at the beginning of the year of 2000 the Nordic Investment Bank Credit Line was issued for business-women to develop small business. This positive measure was initiated by the Government. The existing and proposed forms of assistance for developing small business were presented at the Conference on "Women and Business. Opportunities of Today", organised by the Government.

Various measures to improve social and economic welfare of large families have been included in the implementation plan in the Governmental Programme for 1997 - 2000. At the end of 1997 amendment was introduced to the Law on State Benefits to Families Bringing up Children. This amendment introduced a new type of benefit for families raising three and more children. In 1999 a Law on Compensation for heating of dwelling facilities (flats or private houses), cold and hot water expenses for low-income inhabitants was adopted. Provisions of the Law stipulating payment incentives for utility services and the established conditions and amounts are especially favorable for large families. Catering is provided free of charge at secondary schools for children from socially vulnerable families, who in most cases come from large families and single mother's families.

To achieve the objectives set for decrease of poverty and social inequality, alongside with opening of more opportunities for everybody, at the beginning of 1999 the President of the Republic of Lithuania established the Lithuanian Social Committee comprising representatives of the state and non-governmental institutions. The Committee prepared a Draft Strategy for decreasing poverty in Lithuania to support solution of poverty problems in Lithuania. It has been noted that the households headed by women are more often in need and their poverty level makes up 19,0% . At the same time only 6,2% of households headed by men are in need. The task raised in the Draft Strategy is to eliminate extreme poverty in Lithuania until the year of 2003. Among other goals of the Strategy are reduction of poverty by no less than 15% for those groups of population that are in most need, including single mothers with children and women in the rural areas, until the year of 2005. Special long-term poverty prevention programmes shall be prepared for separate groups of persons in need based on expanding opportunities for such persons with the view of their integration into the society. National Employment Strategy and Local Employment Programmes are now being developed as to increase efficiency of the labour market policy and management and to facilitate funding of appropriate measures.

The Seimas of the Republic of Lithuania referring to the appeal of organisations for elderly persons and following Resolution 47/5 of 16 October 1992 of the General Assembly of the United Nations Organisation, declared the year of 1999 to be the International Year of Older Persons in Lithuania. National Commission under the Resolution of the Government of the Republic of Lithuania has been established to draft programme and organise activities for the International Year of the Older Persons in Lithuania, including active participation of NGO's: Centre for aging women, the Lithuanian association of the elderly, Lituanian association of pensioners 'Bociai' and others. The Programme for the International Year of the Older Persons has been approved by the Government of the Republic of Lithuania and is devoted to facilitate complex solution of specific economic, social, health care, psychological problems of

the elderly and to stimulate public and non-governmental organisations to take an active part in the processes of integrating elderly men and women into the activities of the society.

District and town municipalities worked out and started implementing individual programmes devoted to the International Year of the Older persons locally. Municipalities are designated an important role in implementing the National programme of activities prepared by the National Commission for the International Year of the Older Persons. Municipalities are encouraged to promote activities of NGO's uniting elderly men and women, develop infrastructure of services for the elderly, establish councils of pensioners in towns and districts in order to better address their concerns.

Ethnic minorities receive fair treatment in Lithuania. Both citizens and permanent residents are equally supported by the state. Equal social benefits, health and social insurance, pensions, loans, subsidies for the education of children, maternity leave, and employment opportunities are equally available to all. Education is offered in the native languages. 69 schools in Russian, 73- in Polish, 1- Belorussian, 1- Jewish, 1- German and 29 - mixed language schools (29 - Russian-Lithuanian, 11 - Polish-Lithuanian, 28 Russian-Polish, 1 - Belorussian-Russian and 10 - Lithuanian-Russian-Polish). All schools except one private Russian school are owned by State. 27 Sunday schools in 9 languages are also available. Broadcasting of radio and television programmes is transmitted in nine languages and newspapers in seven minority languages (43 in total) are run with government support. All nationalities are represented by approximately 220 NGOs, and their activities and cultural programmes are supported and funded by the Department of Ethnic Minorities and Emigrants under the Government of the Republic of Lithuania, and other NGOs supported by budgetary foundations.

With the view to comprehensive integration of the ethnic minority of Gypsies retaining distinctive language, culture and ethnical identity, into the society of Lithuania, the Gypsies Integration Programme has been drafted in March 2000. The Programme is based on both international and national legislation and practice in foreign countries, and covers issues related to education, health, employment and social issues protecting survival of national identity.

Article 4

Some temporary special measures are applied in some spheres. Vilnius University introduced measures to protect women in the realm of scientific research. It is only the studies at the university level, i.e. studies for bachelor's and master's degrees, than may cause concern. After the reform of the education system a two-level system was introduced in universities (bachelor's and master's courses). It has been observed that the proportion of women on the master's course is diminishing if compared with bachelor's studies. Even fewer women continue their studies for a doctor's degree. Therefore, there is a smaller number of female doctors of sciences than of male (36,5 per cent), while the number of female habilitated doctors is even smaller - only 14 per cent. Certainly, here the biggest role is played by the fact that the beginning of an

academic career coincides with childbearing and upbringing of children. In addition, until now universities did not encourage women to seek an academic career. Nevertheless, there have been changes in recent years. For example, the Rector of Vilnius University, taking account of the unequal situation of sexes, issued Decree No. R-28 of April 6, 1997 providing for temporary measures to ensure that 40-50 per cent of top university positions were occupied by women. The Rector ordered to favour those women who can write or are writing a thesis for a habilitated doctor's degree by providing them with a longer paid academic leave, giving a priority for publishing their work, and in competitions for top academic and administrative posts, with other conditions being equal, giving preference to women.

The laws of the Republic of Lithuania do not provide for quotas for women on election lists or in the administration system. At present only one political party – the Lithuanian Social Democratic Party - has introduced quotas no more then 2//3 of persons of any sex for their election list and in internal elected bodies this party. As stipulated in the Lithuanian Women's Advancement. Programme efforts will be made to achieve a gender balance on party election lists and that representatives of one sex do not exceed two thirds of all the commissions and committees formed by the Government. Plans are also underway to develop a programme to promote women candidates to high government offices.

Positive discrimination with regard to pension age of women which was earlier applied upon the recommendation of the European Union, is now being gradually eliminated, and the limit of the working age is being gradually extended to reach the working age established in the European Union.

It has to be mentioned, that Lithuania has joined the project "Women political education on equal opportunities" within EU programme "Equal opportunities for men and women". The other project within the same programme is "Politea - women in 20 century". These projects are to be treated as temporary measures and are financed from the state budget and EU funds.

Geneva Convention and Law of the Republic of Lithuania on refugee status came into force on July 27, 1997, refugee reception system was established and first asylum seekers were granted refugee status in early Autumn, 1997. Procedure of determination of refugee status is aimed to secure human rights. This is one of the essential statements of Geneva Convention, 1951. Provisions of Geneva Convention and New-York protocol, Human Rights Convention and other international documents are fully applied in the Lithuanian Law on Refugee status law and practices Women are treated as vulnerable group in the Refugee law. Procedure of determination of refugee status in Lithunania contains special measures for women such as: only women interviewer conducts the interviews of women - asylum seekers. In addition, interpreters in such interviews are also foreseen women. With regards to granting refugee status for women from certain countries of origin and referring to the situation in their home country some groups of women might be exceptionally vulnerable and could form separate social group according to the Geneva Convention, for example, single or educated women in Afghanistan.

Article 5

Among the measures undertaken with the view to changing the traditional image of women in Lithuania is participation in the international project on "Women's political education on equal opportunities". Since 24 June 1998, Lithuania participates in medium term European Community Programme on equal opportunities for men and women (1996-2000). Within this programme Lithuania takes part in the above project that will last till July 2001.

The project's aim is to contribute to the encouragement of women to participate in policy decision making through training specifically designed for women. Aiming at this purpose the project brings together institutions, organistions and individuals wishing to offer their contributions to exchange practices in this field. Examples of good practices will be examined during the seminars and the results obtained will be disseminated through circulars. A teaching manual containing good practices will be developed for the preparation of political training modules for women. To facilitate education of women trainers the creation of database of projects in the area of training policy is also foreseen. Target groups are those wishing to contribute to the European integration process in broadening the dimension of equal opportunities and gender mainstreaming in policy and civil society, those responsible for training plans at national level, women working in the area of gender policy or equal opportunities policy, women involved in training policy.

It has been stated in the Programme for the Advancement of Women that media greatly influence politics of the country, consciousness of the population, attitudes of the society and personal behaviour. However, very often mass media was indifferent to the problems of women, sticking to stereotypic descriptions of women. Influence of women journalists on media was insufficient, cases of infringements on ethics did occur. The main objectives in the Programme for the Advancement of Women in this area were to develop positive attitude towards women in the mass media, to apply all mass media possibilities for the improvement of the situation of women, to encourage women journalists influence processes in policy formation on mass media. The Programme has established the main guidelines for actions: to encourage mass media to describe objectively modern women and deal with gender equality issues, to promote more women to editorial boards of the mass media and create favourable conditions for their career development and skills improvement, to pay more attention to issues of human rights and professional ethics in training programmes for would-be journalists, to develop measures prohibiting popularisation of violence against women, pornography, advertising prostitution, humiliating the dignity of women.

Awareness raising of the media in understanding gender equality issues and the image of women in the media, in the middle of 1998 a two-day seminar was convened for journalists "Women and mass-media". Various problems were addressed during the seminar -- image of women in the media, status of women in the society, violence against women. Speakers from Northern countries shared their experience.

Attention to the problems of women has greatly increased nowadays. Such issues are more often dealt with in the media thus forming understanding of the problem. Therefore the traditionally developed attitude of the society, that the best place for women is in the family, is less and less pronounced. Such changes were influenced by many various reasons. The reality forces to change traditional attitudes of men

fulfilling the function of material suppliers and women being only as housewives. Huge educational work has been performed by women's organisations. Political priorities are being modified with the view of Lithuania's aspirations to join the European Union and referring to the EU standards and international instruments. Women elected to the Seimas of the Republic of Lithuania play an active role in dealing with issues on equal opportunities. Lithuanian Women's Issues Information Centre issues "Woman's World" - the newsletter is published monthly in Lithuanian and quarterly in English. Quarterly electronic magazine entitled "Women's Choice" for Central and Eastern Europe focused and covers a wide range of subjects germine to women's movements and provides thought provoking and challenging articles from gender and feminist perspective.

An example of consolidation of the father's role in the family is the Law on Holidays of the Republic of Lithuania. Its Article 19 grants equal rights to the mother and the father (as well as grandmother, grandfather or other relatives of the child who is actually bringing up the child) to the child care leave for children up to three years of age. On July 1, 1997 Article 20 of the Law on Holidays was supplemented by Part 2 which obligates employers to grant the child's father an unpaid leave of up to three months upon his request during the mother's maternity and childbirth leave or child care leave until the child reaches three years of age.

Article 6

Legislation and Sanctions Relating to Violence against Women:

Having adopted the Law on Equal Opportunities for men and women, the Administrative Code was supplemented by three new Articles:
Article 41 (6): Violation of equal rights of men and women;
Article 187(5): Abuse of the requirements set by the Ombudsmen's service on equal opportunities for men and women;
Article 247 (6): Ombudsman's Service for equal opportunities of men and women;
The above articles stipulate that investigation of administrative cases within the scope of application of the said articles and imposing of administrative penalties lies within the competence of the Ombudsman for equal opportunities of men and women.

Domestic violence. Violence in the family and sexual abuse are extremely sore subjects. It is not easy to eradicate violence against women. Primarily due to the attitude of the Lithuanian society, based in general on patriarchal traditions – very often it is the woman that is blamed for the violence against her. Just for this reason alone victims do not reveal their sufferings and do not report on the cases of violence against them, moreover, if it happens in the family.
The Criminal Code of the Republic of Lithuania, Section 3 deals with criminal acts which are described as "crime against a person's life, health, freedom and dignity".

Rape/Sexual Assault. The Criminal Code of the Republic of Lithuania, Article 118 defines rape/sexual assault as "sexual intercourse when physical coercion or threats are applied, or when the helpless position of an abused female is made use of". The sentence stipulated is imprisonment for three to seven years.

Child Sexual Abuse. The Criminal Code of the Republic of Lithuania, Article 120 defines child sexual abuse as "sexual intercourse with a sexually immature person". The latter is punishable by imprisonment for up to five years. Article 121 of the Code also stipulates "corruptive acts", those being the corruptive acts in respect of a person under sixteen years of age. The person found guilty of the offence shall serve up to three years in jail.

Sexual Harassment. The Law on Equal Opportunities defines the concept of "sexual harassment" and stipulates prohibition of 'discriminative advertisements'.
The concept of sexual harassment is defined in the Law on Equal Opportunities as well as the Criminal Code of the Republic of Lithuania, while the Criminal Code of the Republic of Lithuania, Article 119 provides a criminal liability for making women to have sexual intercourse. Article 41[6] of the Administrative Offences Code stipulates a penalty of one hundred to two thousand Litas for public officials, employers and persons authorised by the latter for the violation of equal rights of women and men (i.e. for sexual harassment).

Pornography. Article 242 the Criminal Code of the Republic of Lithuania "Production and Distribution of Pornographic Items" states that the production and keeping of pornographic written materials, published materials, images or other pornographic type items with the aim of distributing them, as well as their distribution is punishable by imprisonment for up to two years or a fine. Making use of children of under 18 years of age for the production of pornographic publications, images, video films, cinema films or other items of a pornographic nature is punishable by one to four years in jail or a fine.

Article 242(1) of the Code also treats the issue of the production and distribution of works promoting the cult of violence and cruelty.

Prostitution. Any behaviour that meets the usual indications of prostitution is not punishable under the laws of the Republic of Lithuania, however according to the Administrative Offences Code, Article 182(1), Paragraph 1 prostitution is an element of an offence and is punishable by a fine of up to LTL 500 or in the case of its repeated occurrence of up to LTL 1000 or an administrative arrest for up to 30 days.
Unlike the prostitution, procuration constitutes indicia of crime according to Article 239 of the Criminal Code and incurs a sentence of up to five years of imprisonment. Article 119 of the same Code provides for up to three years of imprisonment for coercing a woman into sexual intercourse, and Article 131 stipulates that unlawful imprisonment of another person incurs up to one year of imprisonment or correctional labour for the same period.

The Law of the Republic of Lithuania of 2 July 1998 on Amendments to Article 239 of the Criminal Code of the Republic of Lithuania "For keeping of dens and procuring" impose more strict amenability for procuring, i.e. for actions described in the said Article. The second paragraph of this article provides for punishable amenability (imprisonment up to 4 years or a penalty) for keeping of dens for gambling, lewdness or alcohol abuse in case the perpetrator has been already fined with administrative penalty within the period of one year. The third paragraph of this article provides for a punitive amenability for perpetrators in procuring to prostitution (punishable from 3

to 5 years of imprisonment or a penalty). For involvement in prostitution of under-aged persons or dependant in material, employment or any other way, as well as involvement in prostitution by way of fraud or blackmail, either by psychic of physical force, shall be punishable by imprisonment from 3 to 7 years. 13 punitive cases falling under this article were sued to court during 6 months of 1999, and respectively: 41 in 1998, 31 in 1997, 32 in 1996.

Prostitution-related crimes are included into Chapter XXXIX "Crimes and punishable offences towards morality" of the newly drafted Criminal Code. This chapter singles out procuration for prostitution purposes (Article 298) involvement into prostitution (Article 299). Stricter penalties are imposed on those who procure a person for prostitution (this incurs a fine or arrest or imprisonment for up to 4 years), procure a child for prostitution (a girl), a person with psychic disorders, a person who is materially or formally dependent or has been put under his or her guardianship; also when procuration is made by deception or coercion (this is punished by imposing a fine or arrest or imprisonment for up to 5 years); organise and direct a prostitution business and engage in trafficking persons outside Lithuania or procure a person for prostitution outside Lithuania (punishable by arrest or imprisonment from 2 to 8 years). Article 317 explains the concept of procuration which is persuasion, incitement or another way of inclining or bringing persons together for illegitimate sexual intercourse, depraving actions or other way of satisfying sexual passion for self-seeking purposes.

The draft Criminal Code also contains several totally new articles: Article 314 - punishment of a person for establishing and operating a brothel (this incurs a fine or arrest or imprisonment of up to 4 years); Article 315 - liability for public demonstration or promotion of pornographic items (this incurs a fine or arrest or imprisonment of up to 2 years), Article 316 - use of children under 15 years of age for pornography (this incurs a fine, arrest or imprisonment for up to 4 years).

Trafficking in human beings. Article 131 (3) of the Criminal Code of the Republic of Lithuania provides for the punitive responsibility for trading in people. The said Article states that "Selling of a person or any other type of transferring or acquisition of a person with the view of sexual abuse, forced prostitution or earning material or any other personal benefit, also trafficking persons for prostitution to Lithuania or outside the country shall be punishable by imprisonment from four to eight years. The same action performed repeatedly, either towards an under-aged person, or by a group of persons as agreed beforehand or by an exceptionally dangerous recidivist shall be punishable by imprisonment from 6 to 12 years." 3 offences falling under this Article were registered in 1999 (in 1998 no registration of such offences exist).

Mediation was provided before the municipality of Vilnius on expediency to allocate premises for the Assistance Centre to families of lost persons, adapted for minimal activities with victims of forced prostitution and trade in people to provide immediate social assistance and legal advice on social, psychological and health protection issues. Confidence telephone lines are open in all police commissariats that are known and used by the inhabitants. A targeted video-clip was created with the view to stimulating more open, closer and effective co-operation between the police and the society.

Facts and numbers. Prevention against violence in the family and everyday life is the priority guideline among the activities of municipality police commissariats in towns and districts. 50538 applications of citizens were investigated within 6 months of 1999, including 1396 applications on negative impact of parents or legal guardians on children, 4867 applications on criminality in everyday life (families). Visits were paid to 209527families providing advice on various legal and social issues. Police officials in joint efforts with municipality officers and NGO representatives carried out different control checks and participated in other preventive measures leading to exposure of 86601 person, who, in one way or the other, violated legislation, including homeless persons or other individuals who had lost entitlement to social assistance (6427 children under 18 among them and 54 foundlings). Through mediation of the police municipalities provided material and other social assistance.
In 1998 women became victims of 6767 registered offences. 166 cases of raping or attempts to do so were exposed by 81,1%.

Every year in Lithuania, a complex preventive programme "Plaštakė" is launched. (in 1996 "Paslauga"). It involves the police, the structural units of the Migration Department, health care institutions, other interested institutions and the media. Since 1996 m. 2357 persons (including 125 underaged persons) were identified and criminal proceedings instituted against them, and 116 women and girls were identified who engaged in prostitution. Criminal proceedings were instituted in two cases according to Article 242 of the Criminal Code for manufacturing and distribution of pornographic items.
173 persons were punished for earning by prostitution during six months of 1999. Persons punished in several previous years: 1998 - 268, 1997 - 467, 1996 - 254, 1995 - 165.

In the action that took place in May 1999, 20 companies involved in providing prostitution services were identified exposing 14 foreign citizens and stateless persons earning by prostitution and 2 foreign citizens or stateless persons involved in procuring. During this action 14 persons were deported from the country for procuring and 23 individuals returned from other countries. 39 penal cases were sued to court including 8 cases falling under Article 239 of the Penal Code "For keeping of dens and procuring". In the administrative order 18 persons were fined for keeping dens and 70 persons – for earning by prostitution. This action was undertaken by criminal, municipality and border police officials in joint efforts with medical representatives. 27 reports on prostitution, procuring and owners of dins were received from citizens, state and public institutions. The results of the action were announced in the media.

Actions against violence. The problem of violence against women in the family was discussed and addressed by state institutions in co-operation with non-governmental organisations. Priority issues in guidelines for actions at police offices in towns and districts are to find solutions in mitigating violence and abuse in domestic and family life, introducing preventive measures among other things.

A project on training police officials to mitigate family conflicts under the United Nations Organisation's Development Programme started at the end of 1999 in joint efforts with the Lithuanian Centre for preventing conflicts and the Centre for crime

prevention. 35 officials have been already trained since the programme started. The training project is going to be continued through the year of 2000 in the regions of the country.

Methodological recommendations on these issues are prepared and distributed to police officials alongside with providing training covering analysis of cases of violence and abuse in the family against women and children. Methodical recommendations have been prepared on investigation order of domestic crime cases and reports received from medical institutions on injured persons, as well as general requirements on implementation of preventive measures.

Implementing measures under the title "Prevention of violence in the family" of the Action plan on implementation of the Programme for the Advancement of Women in 1998-2000, periodic seminars were organised alongside with conferences held mutually with respective interested institutions, and methodical materials disseminated. Students of the Police Department at the Academy of Law listen to the course of lectures on preventive measures in violence and abuse against women and children in their academic studies.

Co-operation of municipalities, police commissariats and the society acquire complex and structural approach. In co-operation with the municipality of Šiauliai and Headquarters of the Police Commissariat, the material of the International Conference on "Violence in the family and decision-taking women in municipalities" was summarised and methodical recommendations drawn. Some methodical-informational publications have been issued, such as advice for parents, women and girls in relation to violence and abuse.

Women's Issues Information Centre have prepared published advice (manual) for women – victims of violence and abuse, indicating contact details of counsellors in the police, made survey and prepared a publication "Violence against women in Lithuania (1999). The two publications and a monthly magazine "Woman's World" (March 1999) were disseminated among police officials for information and practical use.

Assistance to women who suffered from violence is provided in Lithuania in the 11 recently established Crisis centres. Women can find there psychological comfort, temporary shelter not only for themselves, but also for their children as well; there are 14 telephone lines for giving advice to the abused women on psychological, legal and other matters, including information on shelter institutions. Almost all police offices have opened confidence telephone lines for the convenience of the abused women to seek information, advice or, if necessary, call police officers for assistance. Most of such centres and telephone lines have been opened on the initiative of non-governmental organisation.

Social programmes were drafted and are currently in the process of implementation in 13 regions covering the whole country. Some social assistance institutions are functioning already, while others are being established. 21 sheltered home institutions for homeless people provide their services. Psychological advice centre for young persons has been opened in Telsiai town , a new social-psychological assistance on the phone "The Line of Hope" started, co-operation established with the Family centre

of Telsiai town Diocese. Various social services in Jonava district are provided by the Red Cross organisation. In Panevezys city project "Therapy to Family" is taking place. Competition "Don't stay indifferent" is organised in Klaipeda city and "Assistance to your close neighbours" in Siauliai city is meant to stimulate mutual assistance. A cycle of discussions on "Safe Home" is organised for the population of Kaunas city; co-operation with the Activity Centre for aged women has been established in providing psychological and other social assistance to women returning from imprisonment. Police officers in Kedainiai town have established psychological assistance point "Atzala" and policemen of Sakiai town provide psychological and other assistance to women and girls - victims of violence in the family - at the mini advisory centre. Activities in Siauliai, Vilnius, Panevezys cities and elsewhere follow the set guidelines as in the previous years. The programme Hope Steps is currently in the process. The programme is devoted to women seeking to become free from the violence at home. The Conference "Women and Violence: Another Way" was organised by the Government in cooperation with NGOs on December, 1999.

Inter-institutional working group has drafted a project under the National Programme on sexual abuse and commercial exploitation of children for sexual purposes.

Prevention Service of the Police Department at the Ministry of the Interior is involved in a joint project with the non-governmental organisation of women "Foot-marks of the past" in conducting a review-study in Lithuania on prostitution and trade in women. Preventive programme "Safe and healthy society" including legal development is in its second year of implementation. In June – August 1999, an inter-institutional measure "Summer 99" took place covering among others issues of neglected children and criminality prevention.

A working group of the Lithuanian Centre for crime prevention participated in preparing a research study "Social status and legal protection of crime victims in Lithuania".

By the end of 1999 draft programme on Control and prevention of prostitution and commercial trade in people has been worked out, followed by proposals to start preparing respective legal acts regulating the order of disseminating publications of erotic and violent nature, including cinema- and video-films, radio and TV programmes. It has been planned to organise a theoretical - practical conference "Safe Home", inviting representatives from NGOs, Women's Issues Information Centre, Lithuanian Centre for Crime Prevention and other interested institutions.

Representatives of Lithuania participated at the International Conference on the initiative of the USA Department of Justice "Legislation for regulating measures against commercial trading in women and children, and structural prospects for future solutions" (May 1999) and delivered presentations. Other international events were also actively attended: Seminar on "Sexual abuse of children in Lithuania and Denmark" (June 1999); Conference of Experts on "Commercial exploitation of children for sexual purposes" (June 1999); International Disciplinary Training workshop on "Prevention of violence in the family" (June 1999), etc. Conclusions reached at the said events were communicated to the heads of municipalities and police commissariats. A

Manual has been drafted and soon afterwards disseminated to foreigners and women, providing advice on protecting themselves from criminal threat, etc.

Referring to the implementation of the Beijing Declaration, Beijing Action Platform and Programme of Advancement of Women in Lithuania, the Government of the Republic of Lithuania approved the Preventive programme on criminality of children and teenagers (Resolution No 6 of 23 February 1997) and the Preventive programme on organised crime and corruption (Resolution No 62 of 15 January 1999, including drafting of the Programme on Control and Prevention of Prostitution and Trading in People. Currently the Programme on Control and Prevention of Prostitution and Trading in People has been drafted and submitted to the Government for approval. Inter-institutional working group has developed Draft Project within the National Programme against sexual abuse of children and sexual commercial exploitation, and submitted to the government.

All this indicates that "Suppression" and "Measures" in the meaning of Article 6 of the Convention are implemented in the legal system of the Republic of Lithuania and applied in practice accordingly.

Article 7

Legislation on voting rights and the results of the latest parliamentary and local elections in Lithuania are broadly described in the initial report. In addition it has to be said, that at the present time women head 2 of the 12 Seimas Committees, and there is 1 women out of 6 chairpersons on the Seimas Commissions. Table one indicates the number of women in the 10th Government.

TABLE 1

WOMEN AT THE TOP ADMINISTRATIVE LEVEL

Position	10th Government (November 2000)		
	Total	Men	Women
Prime Minister	1	1	-
Ministers	15	14	1
Deputy ministers	52	39	13

It is stated in the Programme for the Advancement of Women that irrevocable democratic changes took place in the society of Lithuania. However, insufficient participation of women in politics and administration indicates that democracy is not yet fully reached. Participation of women in decision making is an obligatory condition for implementing gender equality. The main objective in this area as defined in the Programme for the Advancement of Women - is to empower much more women to participate in politics and administration.

In the beginning of 1999 out of total number 800 of civil servants of political (personal) confidence 267 (33,4 percent) were women and out of total number 17707 career civil servants 11096 (62,7 percent) were women.

The local elections took place on March 19, 2000. Among candidates 38.5 percent were women and according to preliminary results 17,6 percent of them were elected. More materials on the results of elections will be provided during discussions on the reports. The next elections to the Seimas will take place in Autumn, 2000.

Since 1999 Lithuania participates in the transnational EU project "Women's political education on equal opportunities". The project is directed to political education of women, participating in decision - making. Germany, Iceland, Spain, Austria, Lithuania are partners in this project.

As it was stated in the initial report, Article 35 of the Constitution guarantees citizens the right to freely form societies, political parties, and associations, provided that the aims and activities thereof do not contradict the Constitution and laws. None of these laws provide for any discriminating measures preventing women from participation in non-governmental organisations or restricting women's rights in this sphere in any other way.

Number of women organisations has greatly increased. There are currently 63 active women's organisations in Lithuania. They became more powerful and active. Women's organisations took an active part in drafting the Law on Equal Opportunities for Men and Women. They can be divided into two groups: women's groups within political parties and public women's organisations. There are women's groups in five biggest political parties of Lithuania (in alphabetical order): Lithuanian Centre Union's Women's Section, Lithuanian Democratic Women's Group (within the Lithuanian Democratic Labour Party), Lithuanian Social Democratic Women's Union, Union of Women Conservatives (Homeland Union - Lithuanian Conservatives), and Women's Section of the Lithuanian Christian Democratic Party.

Women's Issues Information Centre, supported by UNDP stands among the strongest women's organisations. The Centre carries out an intensive work in the sphere of raising awareness on the issues of gender equality, education and dissemination of information. This Centre acts in close collaboration with the Prime-Minister's Office. The Centre held various seminars in relation to preparing the draft Law of Equal Opportunities for men and women, where members of working groups were introduced to practices in other countries providing the possibility to study similar legislation of other countries, organised wide public discussions of the draft law. The Centre is arranging the Conference to discuss implementation of Bejing Platform for action on May 11-15, 2000.

Publications of the Women's Issues Information Centre are disseminated all over the country and are nominated to women to help them understand their rights and acquire knowledge of implementing their rights in real life. The Centre acting as a catalyst of women's organisations directs their activities towards finding solutions of critical problems and coordinates common actions. Apart from that the Centre is involved in publishing the monthly magazine "Woman's World" in two languages –

Lithuanian and English – that is disseminated free of charge, and other publications on gender equality issues. They also collect and classify gender related statistical data and outcomes of social studies, initiating projects of studies in addressing women's issues, organise conferences, seminars, workshops and training courses in raising awareness and understanding on gender equality performing the role of educational institution in disseminating information on gender equality issues. There is a library at the centre, where you can find publications on women's and gender equality matters in the Lithuanian language and in other popular languages as well.

It goes without saying that giving priority to the issues of women in the politics of the country is major support and achievement of the Women's Issues Information Centre. It has greatly influenced changing the status of women in politics, indicating critical areas of concern, including the status of rural women and violation against women, and defining measures for solution of the problems raised. Cooperation of women's organisations has become much more intensive. Actions taken in education and dissemination of information had great impact on the society's awareness of gender equality.

There are four Women's Study Centres in Lithuania involved in academic education as well as in public education and publication of respective information. Gender equality related training for officers has recently started in Lithuania.

Public women's organisations are very diverse. Some of them act at the national level (17 such organisations), others at regional or city level, or within other organisations (e.g., women study centres in universities). Some of these organisations have set a very clear goal of equal rights and opportunities, others direct their activities towards assisting women or uniting women on the basis of profession, interests, religion, nationality, etc. Ten international women organisations increase their activities (e.g. Sorooptimists, Zonta, etc.).

Article 8

The diplomatic service of the Republic of Lithuania was formed only after Lithuania regained its independence. The Law on Diplomatic Service of the Republic of Lithuania, adopted on 29 December 1998, stipulates that every Lithuanian citizen, provided he or she complies with the qualification requirements, has a possibility to join the diplomatic service through the open competition. Women and men have equal rights to join diplomatic service and same career opportunities. There are no restrictions on the basis of sex to represent the government at the international level or participate in the work of international organisations.

The proportion of women who currently represent the country in international relations is presented in Table 2.

TABLE 2

WOMEN IN DIPLOMATIC SERVICE

(December 1999)

	Total		Women		Women, %	
	1997	1999	1997	1999	1997	1999
On the diplomatic service in total	338	341	123	128	36	38
On the diplomatic service abroad	139	177	38	59	27	33
Heads of missions	40	44	3	6	7	13

Data provided by the Ministry of Foreign Affairs.

Lithuania has put forward its candidature and was elected in May 1998, to the Commission on the Status of Women (CSW) for the period from 1999 to 2002.

In November 1999, female Permanent Representative of the Republic of Lithuania to UNESCO was elected as Vice-Chairman of the UNESCO Executive Board for a two years term.

32 percent of women work in Lithuanian missions abroad and in the Ministry of Foreign Affairs 46 percent of the total number of employees are women.

Article 9

All these provisions are fully embodied in the laws of the Republic of Lithuania and broadly described in the initial report.

The change has to be made in the initial report, concerning declaring the citizenship invalid. One of the typical features of the legal system of the Republic of Lithuania in this sphere is the possibility to declare the citizenship invalid if a person has committed an exceptionally serious crime against the Republic as well as in the event of acquiring citizenship of another state, joining the military service of another state or taking employment as a state official in another state without the permission of Lithuanian institutions, and in cases of crimes against humanity and genocide. (Articles 19, 21, 22, 23 of the Law), Apart from this, the laws allow to renounce citizenship. However, in none of these cases the citizenship of children 14 years of age and older does not change without their written consent.

Article 10

Education system in Lithuania is broadly described in the initial report. The system of education is open to all inhabitants in Lithuania and is capable to meet the needs of all population groups and both sexes. Article 41 of the Constitution of the Republic of Lithuania states, that education at the level of state and municipalities schools, vocational training, and college type schools is free.

Law on Equal Opportunities for women and men, Article 4 "The duty of institutions of Education and Science to Implement Equal Opportunities for Women and Men" obligates the institutions of education and science to ensure equal conditions for women and men regarding:

- admission to vocational educational institutions, colleges, institutions of higher education, and to qualification improvement courses;

- award of grants and providing loans for students;
- selection of curricula;
- assessment of knowledge.

Within their competence the institutions of education and science must ensure that curricula and text books do not propagate discrimination of women and men.

Education is one of the areas where women have achieved quite a lot. Lithuanian women make much more efforts to achieve high level of education than men do.

TABLE 3

PERCENTAGE OF WOMEN STUDENTS
(as of the beginning of the academic year)

Year	Total number of pupils and students	Women	Men	Number of women per 100 men
Total				
1990/91	673905	338590	335315	101
1993/94	625400	314195	311205	101
1994 95	644207	325771	318436	102
1995 96	664572	336348	328224	102
1996/97	688100	347473	340627	102
1997/98	717477	363837	353640	103
1998 99	745695	378070	367625	103
Comprehensive schools				
1990/91	513806	262826	250980	105
1993/94	502724	251822	250902	100
1994/95	523541	263556	259985	101
1995/96	537200	270647	266553	102
1996/97	551181	277025	274156	101
1997/98	566410	284033	282377	101
1998/99	580840	290780	290060	100
Vocational schools				
1990/91	46382	17266	29116	59
1993/94	45392	18381	27011	68
1994/95	45150	19338	25812	75
1995/96	49190	19818	29372	67
1996/97	51651	20055	31596	63
1997/98	53670	20996	32674	64
1998/99	56442	22140	34302	65
College type schools				
1990/91	46405	23589	22816	103
1993/94	24444	14823	9621	154
1994/95	24034	14738	9296	159
1995/96	24214	15569	8645	180

1996/97	26492	17300	9192	188
1997/98	30329	20091	10238	196
1998/99	33881	22099	11782	188
Higher schools				
1990/91	67312	34909	32403	108
1993/94	52840	29169	23671	123
1994/95	51482	28139	23343	121
1995/96	53968	30314	23654	128
1996/97	58776	33093	25683	129
1997/98	67068	38717	28351	137
1998/99	74532	43051	31482	137

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

From the point of view of choosing professions, it is characteristic of boys to go more in for workers' professions and for girls – to choose office work career.

TABLE 4

NUMBER OF STUDENTS IN VOCATIONAL SCHOOLS BY TRAINING PROGRAMMES
(as of the beginning of the academic year)

Training programmes	Women		Men	
	1997/9	1998/9	1997/9	1998/9
Total	20996	22140	32674	34302
Fine and applied arts	487	542	220	262
Commercial and business	2504	3429	1193	1725
Health-related auxiliary	92	160	32	37
Trade, craft and industrial	8108	7713	22930	24107
Engineering	63	64	233	227
Agricultural, forestry and fishery	175	155	1933	1944
Home economics	6168	6027	4032	3782
Transport and communications	293	238	1473	1526
Service trades	3106	3812	628	692

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

In higher learning institutions (technical schools) young men usually choose engineering and girls – trade and business, pedagogics, health care, etc. Nevertheless in 1999/2000 academic year 48% of total Police Faculty students are women.

TABLE 5

NUMBER OF STUDENTS IN COLLEGE TYPE SCHOOLS BY FIELDS OF STUDY

(as of the beginning of the academic year)

Fields of study	Women		Men	
	1997/98	1998/99	1997/98	1998/99
Total	19885	21932	10214	11759
Teacher training	2888	3047	274	267
Fine and applied arts	977	986	407	417
Humanities	335	237	32	45
Commercial and busin s	5983	6835	1597	1880
Law and urispnudence	566	851	240	426
Health -related auxiliary	2833	2901	206	259
Trade, craft and indusmial	591	638	207	254
Engineering	1971	2351	5110	5850
Architecture and town planning	86	39	11	7
Agriculture, forestry and fishery	1484	1147	579	571
Home economics (domestic science)	167	538	13	167
Transport and communications	409	431	828	973
Service trade	752	818	182	188
Other	843	113	528	455

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

On 1998 in any stage of education system girls made 50,7 percent out of total; in secondary schools they amounted 50,6 percent; in vocational schools - 39,2 percent; in college type schools - 65,2 percent and in higher schools - 57,8 percent.

TABLE 6

NUMBER OF STUDYING YOUNG PEOPLE AS COMPARED TO CERTAIN AGE GROUP OF THE POPULATION

Education levels	Number of pupils and students		Age groups	Percentage of studying as compared to a certain age group	
	1997	1998		1997	1998
Total	713011	739116	7-24	72.3	75.0
Primary	222278	219661	7-10	96.8	97.7
Lower secondary	263653	273405	11-15	93.4	94.4
Upper secondary	130709	138631	16-18	82.8	87.4
Higher	96371	107419	19-24	30.5	34.4
Women					
Total	361720	374918	7-24	74.5	77.3
Primary	107738	106422	7-10	96.0	96.8
Lower secondary	126971	131236	11-15	91.6	92.5
Upper secondary	68916	72804	16-18	88.6	93.4
Higher	58095	64456	19-24	37.1	41.6
Men					
Total	351291	364198	7-24	70.2	72.7
Primary	114540	113239	7-10	97.6	98.6
Lower secondary	136682	142169	11-15	95.1	96.3
Upper secondary	61793	65827	16-18	77.1	81.6
Higher	38276	42963	19-24	24.0	27.3

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

Analysis indicate that to some extent boys surpass girls in the stages of primary and basic level of education, but later girls are much more resolute to seek for high education than boys.

TABLE 7

NUMBER OF STUDENTS IN HIGHER EDUCATION BY FIELDS OF STUDY

(basic studies; as ofthe beginning ofthe academic year)

Fields of study	Women		Men	
	1997/9	1998/99	1997/98	1998/99
Total	30280	33335	22304	24527
Teacher training	10155	10536	2597	3033
Fine and applied arts	1422	1442	739	804
Humanities	2585	2736	608	631
Religion and theology	310	312	90	84
Social and psychology sciences	1167	1318	587	633
Commercial and business administration	4725	5373	2825	3061
Law	1374	1882	2235	2519
Natural science	606	654	626	612
Mathematics and computer science	807	804	1425	1444
Medical science and health related	403	464	100	74
Engineering	3588	4270	8414	9260
Architecture and town planning	235	237	235	259
Agriculture, forestry and fishery	1759	1948	1002	1109
Mass media and documentation	467	510	205	241
Home economics	157	125	-	-
Other	520	724	616	763

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

Therefore it is evident that boys in general study in basic and vocational schools and twice as much girls study at higher learning institutions. The same could be said about secondary and university education - there are by 2/5-ths more girls than boys there. This clearly indicates different education oriented approach and understanding.

Boys and girls, willing to study at state universities and colleges, are enrolled on the basis of tender taking into consideration the awarded number of points in general order.

More and more women are seeking to achieve higher scientific degrees. More and more of them study for Master's degree. The number of women awarded the degree of the Doctor of Science is constantly increasing. Number of women seeking for the degree of Hab. Doctor of Science is also gradually increasing. In 1998-1999 there were 51,8% women in the studies for Doctor's degree and 48,2% men, but percentage of graduates is slightly different: 45,6% of women to 54,4% of men.

TABLE 8

SCIENTISTS, THEIR SCIENTIFIC DEGREES AND ACADEMIC TITLES

	1995		1997		1998	
	Women	Men	Women	Men	Women	Men
Scientists, total	1903	4230	1789	3706	1828	3760
Doctors Habilis	115	833	110	658	13	681
of which with the title of:						
professor	54	596	54	488	55	528
docent	24	114	17	79	18	60
Doctors	1704	3165	1601	2822	1639	2855
of which with the title of:						
professor	7	52	4	51	5	50
docent	704	1695	679	1507	729	1564
Professors (without scientific degree)	11	64	8	58	7	62
Docents (without degree)		168	70	168	69	162

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

Recognition of certificates, diplomas and other documents certifying educational qualification of both men and women of foreigners arriving to Lithuania for permanent residence are fully in line with the requirements of Lisbon Convention. The Government of the Republic of Lithuania approved Regulations for assessment and recognition of qualifications acquired abroad by the Decree No 1460 of 23 December 1999 referring to "The Law of the Republic of Lithuania on Implementation of the "Ratification of the Convention on Recognising the EC and UNESCO qualifications in relation to the university education in the states of the European Region" regulating the assessment and recognition in the Republic of Lithuania qualifications granted abroad. Studies and quality assessment Centre performs functions of the National Information Centre and is a recognised member of the European National Information Centre for academic mobility and recognition (ENIC).

Article 11

Exhaustive description of legislative measures concerning requirements of Article 11 is provided for in the initial report. This report focuses on the analysis of the women situation in the Labour market and social security system.

Equal opportunities for women and men as well as employment currently are especially closely interrelated. Equal treatment of the rights of women and men in the labour market is the indicator not only of social justice but also of stable economy. In developing the education and vocational training, increasing the choice of available jobs and the number of working women, the competetiveness of the economy may be improved alongside integration into the labour market. The principle of gender equality is established in many principal labour laws of the country. Law on Equal opportunities, Article 5 "The Employer's Duty to Implement Equal Rights for Women and Men at Workplace" of the Law on Equal Opportunities for Women and Men obligates employer when implementing equal rights for women and men at workplace:

- to apply equitable recruitment criteria with the exception of these cases:
- special protection of women during pregnancy, childbirth and nursing;
- compulsory military service prescribed by the Law exclusively for men;
- different pensionable age for women and men;
- requirements for safety at work applicable to women aimed at protecting the women's health owing to their physiological properties;
- specific work which can be performed only by a person of particular sex.
- provide equal working conditions, opportunities to improve qualification and provide equal benefits;
- apply equal criteria in assessing the quality of work;
- provide equal pay for work of equal value;
- take appropriate means to prevent persecution of an employee who has lodged a complaint on grounds of discrimination.

Article 4 of the said Law obligates institutions of Education and Science to ensure equal conditions regarding admission to vocational educational institutions, colleges, institutions of higher education, and to qualification improvement courses.

Until 1996, women made up more than half of the workforce. Between 1996 and 1998, their share in the labour market fell slightly, and in 1998 reached 47.5%. Women enter the labour market with a higher level of education than men do, but this does not adequately determine their position in it. *See: Annexes, Table 3.* As is the case in many a vertical segmentation of the labour market by gender is characteristic in Lithuania. This means that most women hold jobs in less prestigious (and less well paid) sectors and occupy lower positions (or perform work that is less paid) in these same branches. *See: Annexes, Tables 7,8.* Men's and women's average monthly wages in the same branches of work differ because of a vertical segmentation in the labour market, i.e. fewer women occupy higher positions.

According to the survey of labour force, average annual unemployment rate in 1999 was 8.4 percent. Unemployment rate among women increased since beginning of the year from 7.0 to 9,6 percent while among men - from 6.9 to 10.4 percent. *See: Annexes, Tables 5,6.* Since 1999, the men's unemployment rate was higher then women's. It happened so because of Russian crisis which affected more technical brunch of industry, male-dominated area. However, the number of women included in the active policy programmes of the labour market significantly exceeded the number of men. In 1998 the number of women employed and covered by active policy programmes of the labour market exceeded the relevant number of men by the factor of 1,5 (63 percent and 43 percent respectively). Women comprised more than 50 percent of all participants of the job club programs. During the 4th quarter of 1998, every second unemployed for whom a new job has been created in compliance with the quotas for the establishment of jobs was a woman. The equivalent situation was also among those sent to works supported by the Employment Fund. The initiative of employers to create more jobs for themselves by acquiring preferential patents for up to 3 months continues to receive support. Every second person out of all unemployed who have organised their own employment was a woman.

In 1998, women earned an average of 77.2% the amount earned by men. The smallest difference between wages was in agriculture, hunting and forestry (women were paid 95% the amount paid to men), while the greatest difference was in financial intermediation (65.4%). *See: Annexes, Tables 7,8.* This, of course, does not mean that women are paid less for doing the same job. It means that women hold lower positions in the same sectors. For example, there are only 35.7% of women among high-ranking managers and administrators, whereas they make up 83.4% of common employees.

Moreover, women make up the majority of employees in the lower-paid sectors, with only one exception. Women dominate in financial inter-mediation (79,2 %), where wages are the highest. Nevertheless, this figure does not have an impact on the general distribution of wages, since only 1.2% of the total employed work there.

Although it is not popular in Lithuania to work part time, more women (55.2%) than men had a shortened workday in 1998. However, that a shortened workday is not correlated with responsibilities in the home. Women working a shorter workday made up 12.3% of all working women and 10.3% of married women. Mostly women work shortened days because of a lack of available work and not out of devotion to their families.

Draft National Action Plan on increasing population employment is currently being developed covering "Equal opportunities on the labour market" as a separate section. This part of the plan provides measures to ensure equal opportunities for men and women on the labour market, for employment support to persons with disabilities, for integration socially vulnerable groups of population (young persons and the elderly, former prisoners, etc.) into the labour market. The programme is being drafted on the basis of the EU Employment Strategy providing for creating equal opportunities on the labour market, as one of the four main guidelines. With the view to ensuring equal opportunities on the labour market it is necessary to assure conditions to upgrade the qualification of parents that raise children at the same time as combining working time with family duties.

The Social Security legislation is a right of all people in Lithuania irrespective to their gender. The main Social Security rights are guaranteed by the Constitution of the Republic of Lithuania. Article No.52 outlines the rights of citizens to receive old age and disability pensions, social support in cases of unemployment, sickness benefits, death of the spouse or loss of the breadwinner, as well as other cases determined by the legislation. 80% of total number of survivor pensioners are women because of their earlier retirement and longer life. Article No.48 outlines the Social Security rights on social protection under unemployment. Article No.39 outlines social support to families, as "The state takes care of the families that raise and nurture children at home and provides support to them as applicable by law." This legislation also provides benefits to mothers before and after the birth of child, favourable work conditions and other concessions.

The Laws on Social Security in Lithuania details the remit of the Constitution and includes Law on the Principles of the State Social Protection System, Law on Guaranteed Income, Law on the State Social Insurance, Law on the State Social Insurance Pensions, Law on the Social Pensions, Law on the State Benefits for the Families Raising Children, Law on the Social Services and others.

The Law issued in 1990 provides a mandate to implement Social Security benefits for the following situations:

- for persons of the retirement age or younger if they cannot continue to work in accordance with their vocation due to their age;
- for the disabled under temporary incapacity for work;
- for the families at the death of their breadwinner;
- for persons in need of medical treatment, prevention and rehabilitation;
- for families raising children;
- for persons undergoing temporary loss of work;
- for persons in need of the state support.

This, as well as other laws on Social Security provides measures valid for both men and women. The social security benefits are comprised of social insurance and social support. The inhabitants in Lithuania are provided with the social security benefits in cases of complete or partial loss of their work-related income, if they work or have the employment insurance for years served or in other cases outlined by laws. The social support is provided (from the state or municipality budget) to guarantee or improve the provision of some groups of inhabitants when needed.

The state's social insurance is obligatory to persons employed under employment contracts, to the elected members at institutions, units, agriculture co-operatives or companies, owners of individual organisations and the self-employed persons having the same status, farmers and of-age members of their families. The mothers (fathers) when on child care leave of children aged 1 to 3 years old, as well as the unemployed mothers (fathers) who have no leave, but raise children under 3 years of age, as well as regular service solders and the clergy, are insured by the state from its funds.

Women in Lithuania, as well as men, have the right to diverse types of benefits such as, old age benefit, disability, widow's and orphan's, the (social) pension, maternity (paternity) benefit, sickness, funeral expenses, unemployment benefit, grants for child support, benefit in case of death due to work accident and social benefit. The rights to receive benefits are interrelated with the risk possibility irrespective to gender.

The right to receive the old age pension is guaranteed to all persons of retirement age, the amount of social insurance paid is dependent on the amount of years served and satisfying some other requirements. Women in Lithuania can retire five years earlier than men. Since 1955 the pension age margin has increased by two months annually for both women and men until they will reach 60 years for women and 62 years 6 months for men. The increase of the pension age margin is more rapid for women by 4 months added annually and for men by only 2 months.

To receive an old age pension a person has to have the minimum pension insurance of years served of at least 15 years, valid both to women and men. The years served for women (men) are calculated to include the time of the maternity benefits reception. The amount of obligatory years served before 1995 for women was lower i.e. 20 years, compared to men which is 25 years. Meanwhile, the required amount of years served is being annually prolonged by adding one year and commencing from the 1st of January 2004 it will be the same for men and women, which is 30 years. There is one more requirement to be satisfied in order to receive the old age pension: one is

required to have at least three years of pension insurance payments in the run of the last five years and be insured in the run of all the previous years, or not less than 35 years in total.

The state's social insurance old age pension is comprised from the basic and supplementary parts. The basic part is equal to all the persons insured and having the required amount of pension insurance years. The supplementary part is calculated on the basis of who's share of the insured pension years is comprised also by the work on a contractual basis. This part is interrelated with the former income of the pensioner.

The old age pension is paid monthly until the death of the pensioner and two months after the death as a funeral benefit. The amount of pension benefit entitlement is not related to the wealth of the pensioner or number of dependent persons.

Working pensioners receive the full benefit of the old age pension when they are 65 years old. People who retire earlier also receive the full benefits of the old age pension if they have obligatory years served and have not earned more than 1.5 minimum monthly wage.

Disability pension benefits are given in cases of invalidity. The minimum years served to be entitled to claim the disability pension depends upon the age of the person. The persons are also required to have pension insurance for at least one year in the run of previous five years, or three fourths of years starting from when s/he were 23 years of age till their present age.

Three disabled groups are categorised in order to claim benefits due to the loss of capacity to work. The criteria for eligibility for adults include the disability groups, reasons of appearance, time and duration of their disability, and these factors are determined by the State Commission of Medical Social Expertise. For children under 16 years of age, the disability criteria is established by the special commissions at the medical treatment institutions of the state.

In order to receive the disability pension employable service does not have to be interrupted. Working disabled of the first disability group, as well as a person who has reached the retirement age can receive full disability pension. Younger disabled persons who continue with their employment and who fall into the second and the third groups and who have all the obligatory record to receive the disability pension and who earn not more than 1.5 minimum monthly wage, will also receive full pension. Those working disabled persons of the second and the third groups, who earn more, receive the basic part of the pension and a half of the supplementary part.

On the death of a family member, the widow, widower and orphans pensions can be claimed. The right to receive the widow, widower and orphan pensions goes to the spouse of the deceased if the deceased had acquired the right to get the state social insurance disability or old age pension or was receiving such pension.

The entitlement for the orphans pension is given to children under 18, as well as those over the age of 18, if they became disabled or if they are regular students at all levels until they graduate, but not after 24 years of age.

The widow, widowers and orphan pensions can be paid alongside the old age or disability pension. The widows pension payment cease in case of re-marriage. The orphan who have lost both parents also receive pension for each of them.

Persons of the retirement age with no entitlement to other pension are entitled to a social pension. They need to have been nursing their children or foster children or the disabled persons of the first or second groups since their childhood or with the acquired disability for no less than 15 years aged under 18. The mother who gave birth and raised 5 or more children till 8 years of age are also viable for this pension.

In the eventuality of the death of the social pension recipient or who has the right to such an entitlement, such as children under 18 become viable to receive it as well as older children in case they became disabled under 18 years or they are in full time education, until they 24 years old. The pension of the deceased is equally divided among the children, but it should not exceed the amount of the basic pension for all the children taken together and half of the basic pension per child.

Sickness and maternity insurance is compulsory for permanent residents in Lithuania who work and receive remuneration for their work. The self-employed and other persons can voluntary choose this kind of insurance.

The person who has sickness and maternity insurance receives sickness benefit in case of illness, medical treatment at orthopaedic in-patient clinic, tuberculosis or other sanatorium after serious illnesses in accordance with the specified list. This benefit is also paid in the case of nursing a member of the family. The employer pays these benefits for the first two days, and the benefits are paid from the social insurance fund starting from the third day.

The benefit eligibility criteria for a person who independently leaves their place of work is in force for the first three days, as well as during the period of receiving the severance pay and during the period of annual paid. The first 30 days of sickness leave the benefit entitlement comprises 80% of the compensated wage amount and in case of an accident at work or professional disease it is 100%, and later 100% of the average of the compensated wage size. The benefit cannot be less in amount than the minimum wage and it is paid till the rehabilitation from incapacity from work or a disability diagnosed. The sickness benefit for a member of family nursing a sick member is paid for only 7 days. In case the nursing is provided for a child under 14, the benefit can be paid for 14 days.

The persons who lost their capacity to work after a trauma or injury under a criminal action, as well as those who inflicted self-harm, including drug or alcohol abuse, are not eligible to receive sickness benefit. Although persons undergoing voluntary treatment from drug or alcohol addiction have the right to receive sickness benefit for a period not exceeding 14 days.

Maternity leave is usually associated with women, but maternity benefits can be paid either to the mother or the father who is insured by the state social sickness and maternity insurance. Women are entitled to maternity benefits for 70 calendar days

before the birth of their child and 56 days after giving birth, they receive 100% of the compensated wage. When this period has expired, either one of the parents on the child care leave in accordance with the Law on Holidays receives the benefit until the child is one year old. The benefit is 60% of the compensated wage, but cannot be less than the approved minimum wage. If the recipient of the maternity benefit is dismissed from work during these periods due to the liquidation of the enterprise or organisation, the payment of the maternity benefit is continued, but not if the person is in receipt of severance pay.

Working mothers are protected under the Law on Employment Contract, as the employer cannot on his own initiative cease the contract with pregnant women and mothers raising their children under 3 years old. With the job cuts in the employee numbers, women have the priority to remain at work. The pregnant women and women with children under 14 years of age or those with a disabled child until 16 years have the right not work a full day.

The funeral grant is paid to those contributing to a social insurance scheme to a member of the family of the deceased from the Social Insurance Fund and equals to 3 minimum living standards (MLS). The Municipality pays one more grant that also equals to 3 MLS. This grant is doubled to equal 6 MLS in the event of death for a disabled person, a pensioner, a member of the family receiving social benefit social benefit or a person who is entitled to social support as approved by Municipality.

The citizens of the Republic of Lithuania as well as foreigners and people without any citizenship who reside permanently in Lithuania and fulfil certain requirements for definite types of support have the right to social support. There are also certain laws that define benefits to the low-income families or families raising children and do not differentiate between men and women.

Women who are pregnant or those women raising/caring for children are also eligible for benefits.

Families raising children can get different kinds of benefits from the state and local authorities. Pregnant women who undertake regular studies during the day and are not eligible for the state social insurance maternity benefit have the right to a maternity grant, this is paid for 70 days before due date of birth and amount to 0,75 MLS.

Every mother is entitled to a single grant, this amount to 6 MLS when she gives birth to a child (except in case of baby placed for adoption or state care). In case of mother's death or deprivation of maternity rights, the grant is paid to the father of the baby or another person who has care of the baby.

A Family that is not eligible for a maternity grant is given family benefit from the date of birth of the child until the child is three years old, this amounts to 0,75 MLS monthly, even residents non citizens staying in Lithuania legally and people without citizenship. Families who are entitled to maternity benefit also receive this benefit of the same amount, except that it is paid during the period when the child is one years old until the child is three.

The orphans settlement grant is paid to the orphans and children deprived of parents' care and those who grew up in the residential homes for children, and those children who were cared for by a separate person until they graduated from a secondary or special secondary school. The amount of the grant is 18 MLS. It is single grant. The orphans who are students at high, vocational schools and colleges receive orphans scholarship of 1.5 MLS, irrespective of other scholarships they might have.

The child care benefit of 4 MLS is paid out to persons, families or non-governmental care institutions for every orphan taken care of, or child deprived of parents' care in case one does not get any other support from the state of any kind.

Women raising three or more children up to the age of 16 years old and older children who continue their studies receive a monthly benefit of 1 MLS, if the income of the family is less than the three Government-approved income. For the fourth child and subsequent children the benefit is increased by 0.3 MLS and paid irrespective of income. This benefit can be paid to the father in case the mother is missing, unable to care for her children due to illness or is deprived of the maternity rights.

Low-income families are eligible for social benefit and heating compensation which are means tested.

Compensation for Heating and Water is very important for low-income families. It is applied by calculating a fee for heating of the premises, cold water, and expenses to heat the water and use of natural gas. The compensation for the low-income families are applied via payments for the normative living area and consumption of heating energy, cold and hot water and natural gas. The standards for the disabled persons of first and second groups and those who are retired are set higher compared to other groups, and even higher for the single people.

Social Benefit is paid to families in which persons with working capacity earn very low income or do not work for the justifiable reasons. This benefit is not provided for the families and persons with the working capacity and able to work, but refuse to work and are not active job seekers.

The social benefit is provided for families with children when the parents (or one of the parents is missing) work or do not work because of full time education in an educational institution, are registered as unemployed, are pensioners or have reached the retirement age, are incapable of working or are undergoing in-patent treatment. If one of the parents does not work due to reasons listed above, it is possible for the other not to work because of nursing a sick family member or a disabled person of the first or second group, has care of a child under 3 years of age (in separate cases until the child is 8 years old), raises a child up to 16 years and owns a plot of land of 2 to 3,5 hectares, and an unemployed pregnant woman 70 days before giving birth.

The social benefit for childless families are provided when both spouses (or one of the spouse in case the other is working) are not working because of full time studies at an educational institution, have reached retirement age, but do not receive pension, undergo in-patient treatment, take care of an ill member of the family or a disabled person of the first or second group, and an unemployed woman is pregnant 70 days before giving birth.

The social benefit for a single person is provided in cases similar to those as for the childless families (except for the studies).

The amount of the social benefit paid is 90% difference of the state-supported income and income of the family. The state-supported income is calculated by multiplying the number of family members by the state-supported income per person in the family.

The investigation of living conditions of the recipients of social benefit has revealed the following as the most reasons for claiming benefit, and those whose income is the lowest:

- unmarried women raising children and unable to work; they often live with their parents or somebody else;
- divorced women who do not receive alimony for their children;
- families with many children, the woman of which usually receives the benefits and the man receives a minimum wage or does not work at all.

The social benefits as well as other social payments are very important source of income for women raising children.

Article 12

Health status of women is better than that of men in Lithuania. This is clearly proved by the statistics – women live by 11.7 years longer than men in the average.

TABLE 9

POPULATION BY SEX AND AGE

(as of January, 1999)

Year	Total	Women	Men	Percentage of total population		Number of women per 1000 men
				Women	Men	
0-4	195487	95083	100404	48.6	51.4	947
5.9	264629	129172	135457	48.8	51.2	954
10-14	293072	143529	149543	49.0	51.0	960
15-19	265094	130563	134531	49.3	50.7	971
20-24	259842	128976	130866	49.6	50.4	986
25-29	283880	138928	144952	48.9	51.1	958
30-34	282719	138789	143930	49.1	50.9	964
35-39	305226	154371	150855	50.6	49.4	1023
40-44	250694	129145	121549	51.5	48.5	1062
45-49	228292	120979	107313	53.0	47.0	1127
50-54	191846	104474	87372	54.5	45.5	1196
55-59	206688	115027	91661	55.7	44.3	1255
60-64	190364	110235	80129	57.9	42.1	1376
65-69	175493	106312	69181	60.6	39.4	1537
70-74	135858	90481	45377	66.6	33.4	1994
75-79	77761	53288	24473	68.5	31.5	2177
80-84	45608	32345	13263	70.9	29.1	2439
85 +	48246	33717	14529	69,9	30.1	2321
Total	3700799	1955414	1745385	52.8	47.2	1120
0-15- years	807581	394622	412959	48.9	51.1	956
Working age	2148312	1051665	1096647	49.0	51.0	959
Over working age	744906	509127	235779	68.3	31.7	2159

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

General health indicators of population are presented in the table below.

TABLE 10

HEALTH INDICATORS

	1994	1995	1996	1997	1998
Born	42826	41 180	39169	37812	37508
For 1 000 population	11.5	11.1	10.6	10.2	10.1
Natural increase	-1.0	-1.1	-1.0	-0.9	-0.9
Death rate of infants for 1 000 alive births	13.8	12.4	10.0	10.3	9.2
Morbidity as applied for 100 000 children	1 000.0	1 169.1	1 100.3	1 384.5	1 573.0
Sickliness TBC for100 000 population	240.1	250.4	268.0	288.5	307.4
Morbidity in Psychic disorders for 1 000 population	149.3	130.0	132.1	145.5	256.1
Sickliness in Psychic disorders for 100 000 population	2 143.4	2 109.4	2 116.6.	2 090.8	2 170.1
Bed number for 10 000 population in hospitals	111.0	108.5	105.7	98.3	96.2
Number of hospitalised persons for 100 000 population	201.4	207.0	208.0	218.1	241.7
Average stay in hospitals	15.8	14.7	14.0	12.9	11.8

Data provided by the Ministry of Health Protection

The Law of the Republic of Lithuania on the National Health System establishes the order for providing free of charge medical services to the citizens at national institutions of medical treatment. Article 47 paragraph 2, point 7 stipulates free of charge health care of pregnant women as provided by the state; Article 48, paragraph 2 stipulates health care of pregnant women as provided by municipalities. All women have access to maternity and child health care services. They receive supervision by specially trained personnel.

Article 4, paragraph 4, point 3 of the Law of the Republic of Lithuania on Health Insurance stipulates state insurance of pregnant women who qualify for maternity leave as provided for in the legislation; point 4 stipulates state insurance of mothers (or fathers in the case of absence of the mother) until 8 years of age of the child, and also mothers (or fathers in the case of absence of the mother) bringing up 2 or more children up to the majority age of the children. Article 9 of the said law also stipulates for compensation of medicines and medical assistance provided for the insured persons.

The Order No 117 of 15 March 1999 by the Minister of Health establishes the procedure on health care of pregnant women, women in confinement and new-born infants. The Order stipulates that health care of pregnant women, women in confinement and new-born infants shall be carried out within a three-level assistance system. Assistance in the primary level is supervision of pregnant women in out patient clinics provided by the first level advisory institutions for women (Consultations). Assistance in the second level is advisory and stationary obstetric and neonatologic assistance provided by the second level institutions – regional hospitals and specialised delivery homes. Assistance in the third level is the specialised advisory and stationary obstetric and neonatologic assistance provided by the third level health care institutions – perinatological centres.

One of the most important health problems among women in Lithuania is anaemia during pregnancy. The incidence of anaemia had recent significantly and only begun falling in the last few years. In 1980 - 2.9% of pregnant women had anaemia and in 1995 reached a pick 36.1%. Then cases of anaemia began decline slowly and reached 32.3%.

Order No 500 of 19 November 1999 by the Minister of Health establishes "The Procedure on payments for personal health care services to pregnant women". It is stated in the Procedure that personal health care services provided to pregnant citizens and permanent residents of the Republic of Lithuania shall be covered from the Compulsory Health Insurance Fund budget from the day of enrolment of pregnant women on the register.

The Programme on "Nutrition Improvement for Babies and Children to 3 Years of Age" started in 1993 and is aimed at educating the society and advocating the benefit of breast feeding to the health of babies. This programme also covers the activities of "Baby-friendly" hospitals. A group of specialists compiled at the Ministry of Health makes assessment whether medical establishments willing to become such "baby-friendly" hospitals correspond to the set requirements. Currently there are 2 hospitals

in Lithuania willing to become baby-friendly institutions (Clinics of Neonatology at the Kaunas University of Medicine and Kaunas City Clinics no 2).

Reproductive health depends of the physical and psychic state as well as the state of sexual health. Equal relations of men and women in sexual relations and in childbearing demand mutual respect, consent and responsibility. The right to give life depends on the recognition of the right of all couples and persons to decide with responsibility when and how many children they want to have. The birth rate in 1998 by the mother's age: total fertility rate was the highest in the age group 20-24 years of age, but was lower than in 1995.

Abortions present one of the most acute problems for women in many post-communist countries. Although the decreasing tendency of the numbers of abortions is observed from 199, the actual number is still rather high. The number of abortions decreased by 38% during the period of 6 years, and almost by two times 48, 8% of artificial abortions (on the decision of women and medical indications). It was established that a number of women from foreign countries comes to Lithuania to make abortions. Now the survey is conducted seeking to clarify the number and the results of this survey will be known in the and of April.

TABLE 11

DEVELOPMENT IN THE NUMBERS OF ABORTIONS IN 1994 - 1998

Year	Artificial abortions Total	For 1000 women of 15 - 49	For 100 alive births
1994	30355	32.8	71.9
1995	31278	33.7	76.4
1996	27832	29.9	71.1
1997	22680	24.3	60.1
1998	21022	22.4	58.9

Data provided by the Ministry of Health Protection

Death rate of infants (children who died under 1 year of age for 1000 alive births) in the year of 1998 was 9,2. The number of born dead for 1000 – 6,5. The structure of death reasons of childrem under 1 year of age in 1998:
inborn anomalies - 37.3 %;
state of the perinatal period - 42.4 %.

The Ministry of Health of the Republic of Lithuania on 1999 is implementing:
I. The Mother and Child Health Programme. This programme consists of several major projects:

Programme of Perinatology

Health programme for children with development disorders

Programme for the improvement of intensive care, intensive therapy and anestesiological assistance to children

Programme for enforcement of education in healthy mode of life

Programme on the structure of the Lithuanian genetic fund, defects and protection
II. Programme for the Prevention of Tooth Caries in Children.

The Lithuanian AIDS Centre was established in 1990. Its main task is to examine and treat all the people who have contracted venereal diseases. In 1995-96 alone 7200 persons approached the Centre for assistance. Such a large number of the patients of the Centre can be explained by the media's efforts at the pub'ic awareness and the favourable conditions that have appeared lately - the anonymous centres. The first HIV virus carrier in Lithuania was registered in 1988. As of March 31, 2000 there were 220 registered cases of HIV in Lithuania, 29 of them - women. As of March 31, 2000 31 of these persons have AIDS. From 1990 nine persons died of AIDS (all of them - men).

On April 1, 1998 Consultative Centre on Social diseases "Demetra" was founded by the AIDS Centre together with Vilnius municipality and Ministry of Health Protection. The Centre provides squirts and condoms free of charge for groups in risk. This Centre is fully financed from the State budget.

Article 13

The Social Security legislation is a right of all people in Lithuania irrespective to their gender. Broad description of the measures are provided for in the Article 11. Article 39 of the Constitution of the Republic of Lithuania outlines social support to families, as "The state takes care of the families that raise and nurture children at home and provides support to them as applicable by Law." The Law on the state benefits for the families raising children provides a mandate to implement Social Security benefits for families raising children (see table below).

TABLE 12

STATE BENEFITS FOR FAMILIES BRINGING UP CHILDREN

(in thousand)

	Recipients			Expenditure, litas		
	1995	1997	1998	1995	1997	1998
State Social Insurance maternity (paternity) benefit pregnancy and child birth	26.4	24.7	24.8	25536.9	52104.3	63144.7
until child will be 1 yearofage	20.8	19.2	19.3	38470.0	87646.6	102257.5
State benefits for families bringing up children pregnancy benefit	0.2	0.4	0.4	60.5	72.7	76.9

for studying mothers						
extraordinary childbirth benefit	36.4	38.4	37.3	13483.8	25696.3	27481.0
family benefit	98.9	96.5	93.9	60202.6	93533.7	101057.6
foster benefit	3.3	4.9	5.6	4057.0	9615.7	14573.6
military family benefit	0.2	0.1	0.1	254.9	205.5	156.6
orphan grant	0.8	1.4	1.6	1012.6	2730.0	3498.1
extraordinary settlement benefit for orphans and children without parental support	0.3	0.5	0.5	402.7	1023.7	1076.9
benefit for families bringing up 3 and more children		41.4	52.8		4772.7	79269.3

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

Equal rights to receive bank loans and other types of financial credits guaranteed by Article 46 of the Constitution, the Civil Code and the Law on Commercial Banks, as described in the initial report, ensures equal legal treatment of persons of both sexes.

The system of free economic market provides equal opportunities for all citizens to seek economic independence, however, in practice it is not always the case. There are cases, when women are discriminated on the basis of sex in job-seeking. Therefore, more and more women are willing to start their own business and gain economic independence. Moreover, women recruit other women more willingly and create jobs not only for themselves, but also for other women, filling in at the same time the existing niches on the free market. According to the data of the Statistics Department women ran approximately 29% of businesses in 1998.

TABLE 13

FOUNDERS/MANAGERS BY THE KIND OF ACTIVITY

(in percent)

Kind of activity	1997		1998	
	Women	Men	Women	Men
Total	28.7	71.3	30.3	69.7
Agriculture	50.0	50.0	33.3	66.7
Fishing	0.0	100.0	6.8	93.2
Construction	12.5	87.5	50.0	50.0
Financial intermediation	50.0	50.0	25.0	75.0
Hotels	50.0	50.0	12.5	87.5
Installation	0.0	100.0	33.3	66.7

Manufacturing	33.9	66.1	23.5	76.5
Maintenance of repair	3.0	97.0	12.5	87.5
Private persons service	45.9	54.1	47.4	52.6
Business service	28.4	71.6	33.3	66.7
Social service	35.0	65.0	33.3	66.7
Real estate	25.0	75.0	0.0	100.0
Restaurants	6 .1	38.9	60.3	39.7
Retail trade	36.6	63.4	47.1	52.9
Wholesale trade	20.6	79.4	27.5	72.5
Transport	8.1	91.9	11.3	88.7
Others	22.6	77.4	43.3	56.7

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

The Programme of Actions of the Government also includes measures for improving the status of women in the sphere of employment. In the section of implementation measures "Promoting of business and investments" under the Programme of Actions of the Government for 1997 - 2000 the Ministry of Economy is authorised to work out in the year of 2000 the guidelines for the development strategy of small and medium businesses and to define concrete measures for the implementation. At the beginning of the year of 2000 the North Investment Bank Credit Line was issued for business-women to develop small business. The existing forms of assistance for developing small business were presented at the Conference on "Women and Business, Opportunities of Today".

Article 42 of the Constitution guarantees equal rights to make use of the cultural properties and achievements of science of the Republic and does not provide for any restrictions on the basis of sex. Women and men have an equal right to take part in leisure activities, sports, and all aspects of cultural life. Nowdays the achievements of Lithuanian women in sports are widely recognised and known in such sports as basketball, bicycles, etc. For example, the International Federation of Aeronautics (FSI) highly appreciate the Lithuanian input in the development of sports in gliding and entrusted Lithuania to host the first Women's World Championship in gliding in 2001. This will be the first high- ranking sporting event in Lithuania.

Third Lithuanian Women's Congress is to be held on December 9, 2000. The follow up of Reikjavik International Women Conference "Women and Democracy" will take place in Vilnius in 2001.

Article 14

Article 29 of the Constitution stipulates that a person may not have his rights restricted in any way or be granted any privileges on the basis of his or her social status. Despite this the difference between the legal possibilities and the economic status still remains. After deep analysis of rural women situation, Programme for the Advancement of women established guidelines for actions in this sphere:

- improve the status of women in the rural areas;
- promote women in the rural areas in undertaking business; derive special training programmes on small and medium business and household.

Conduct comprehensive studies on economic, legal and social status of women in the rural areas; derive a legal mechanism providing social guarantees for women in the rural areas involved in family farming.
Improve and develop legal acts regulating employment of women in the rural areas.
Facilitate organising agro-services for providing assistance to elderly farmers and especially single women living on farms in cultivating land and other agricultural works.
Advocate and support economic independence of women; promote women and girls to acquire professions leading to financial independence; facilitate and promote women to undertake small business and express personal initiative; advocate sharing of household duties in the family.

With the view to eradicating the accumulated problems, the Action Plan for implementation of Women's Advancement Programme provides for such measures as: generating methodology in defining economically weak farms and support by compensating part of social insurance contributions; to improve adult vocational training and retraining system including upgrading of skills, organise education of women in the rural areas in health insurance, healthy mode of life and sanitary matters; to prepare employment programme for women in the rural areas alongside with training programme for women - leaders among them, developing and promoting creativity, initiatives and economic activeness making use of different possible financial sources.

The legal system of the Republic does not provide for special regulations of the conditions of life of the rural population, except the legal and economic measures to promote the implementation of the agricultural reform which has little relevance to the Convention. Therefore, all measures provided for in Part 1 of this Article are relevant to the requirements of the Part 2. Lithuanian Women's Farmer Association is very helpful for providing these measures

Article 15

Equality of men and women before the law is fully implemented in Article 29 of the Constitution: "All people shall be equal before the law, the court, and other State institutions and officers. A person may not have his rights restricted in any way or be granted any privileges, on the basis of his or her sex, race, nationality, language, origin, social status, religion, convictions, or opinions." Law of the Republic of Lithuania on Equal Opportunities for women and men ensures implementation of equal rights of women and men guaranteed in the Constitution. The Law provides for definitions of:

1. Equal opportunities - means implementation of human rights guaranteed in international instruments of human and civil rights and in the legislation of the Republic of Lithuania.

2. Violation of equal rights for women and men (discrimination) - means passive or active conduct expressing humiliation and contempt, also restriction of rights or granting of privileges by reason of the person's sex, except when relating to:

1) special protection of women during pregnancy, childbirth and nursing;

2) compulsory military service prescribed by the law exclusively for men;

3) different pensionable age for women and men;

4) requirements for safety at work applicable to women aimed at protecting the women's health owing to their physiological properties;

5) specific work which can be performed only by a person of a particular sex.

3. Sexual harassment - offensive conduct of sexual nature, verbal or physical, towards a person with whom there are work, business or other relations of subordination.

The Law establishes:

- Duties of State Government and administration institutions to implement equal rights for women and men: to ensure that equal rights for women and men be guaranteed in all the legal acts drafted and enacted by them; to draw up and implement programmes aimed at changing public attitudes about the superiority of one sex over the other; in the manner prescribed by the law, provide assistance to the programmes of public organisations, public institutions, societies and charitable foundations which assist in the implementation of equal opportunities for women and men.

- Duties of institutions of education and science to implement equal opportunities for women and men - ensure equal conditions for women and men regarding: admission to vocational educational institutions, colleges, institutions of higher education, and to qualification improvement courses; award of grants and providing loans for students; selection of curricula; assessment of knowledge. Within the limits of their competence the institutions of education and science must ensure that curricula and text books do not propagate discrimination of women and men.

- Employer's Duties to Implement Equal Rights for Women and Men at Workplace: apply equitable recruitment criteria with the exception of the case specified in subparagraph 5 of paragraph 2, Article 2; provide equal working conditions, opportunities to improve qualification and provide equal benefits; apply equal criteria in assessing the quality of work; provide equal pay for work of equal value; take appropriate means to prevent sexual harassment of the employees; take appropriate means to prevent persecution of an employee who has lodged a complaint on grounds of discrimination.

Chapter III of the Law "Violation of equal rights for women and men" describes discriminatory acts of the employers, of educational and scientific institutions, discriminatory advertisements and the rights of persons who are being discriminated against.

The implementation of the Law shall be supervised by the Equal Opportunities Ombudsman and the Office of the Equal Opportunities Ombudsman. The Equal

Opportunities Ombudsman investigates complaints relating to discrimination and sexual harassment, reports about the implementation of this Law and submits recommendations to State government and administration institutions of the Republic of Lithuania on the revision of legal acts and the priorities in the policy of the implementation of equal rights.

Upon the completion of the investigation, the Equal Opportunities Ombudsman may take a decision: to refer the material to investigative bodies if indications of an offence have been established; to address an appropriate person or institution with a recommendation to discontinue the actions violating equal opportunities or to repeal a legal act relating to that; to hear cases of administrative offences and impose administrative sanctions; to dismiss the complaint if the violations mentioned in it have not been corroborated; to discontinue the investigation if the complainant withdraws the complaint. The Ombudsman acts as well in the sphere of private sector and is empowered as Administrative Court giving fines.

Initial report contains full information on parts 2, 3, 4 of the Article 15.

Article 16

Provisions of existing legislation are in details described in the initial report. In this report we presaent the draft Lithuanian Civil Code, Book Three, Family Law is prepared, which covers marriage, cohabitation, relationships between children and parents and between other family members, adoption, guardianship and curatorship and the registration of civil status. According to EU experts, the draft is quite well in accordance with the instruments and principles of the Council of Europe. As it concerns civil law in family matters the instruments of the European Communities/European Union are not - at least yet - usually relevant. EC/EU aspects have, however, connections to family status.

The draft covers all parts of Article 16. The comments on the draft are here presented:

Part I, General provisions. Equal rights of the partners to marriage and protection of the rights and interests of the child are clearly announced as basic principles (article 3.3.). The possibility of the family members to agree on their rights and responsibilities to a certain degree and in accordance with the principles mentioned in article 3.3. is also pointed out in general provisions (article 3.4.). This could encourage people to ponder their wishes and possible differences in the beginning of their union which would be very beneficial for their life together.

Part II. Marriage. In article 3.7 marriage is clearly defined as an agreement between a woman and a man, this concerns also the cohabitation presented later (article 3.237) and in article 3.12 it is stated that same sex marriages are not recognised. This is in accordance with the situation in most of the European states at the moment. Equal rights of the spouses as well as protection concerning matrimonial home and family property are in accordance with the Convention.

In the case of termination of marriage, above mentioned practical needs of a spouse and children are taken into consideration. In the case of death of one of the same sex

cohabitants practical needs of survivor are protected by the Laws. Reconciliation is encouraged (article 3.54., 3.64.), as very beneficial and may help to solve problems for future unions. It is anyway very important, specially in family matters, that the people in charge are aware of the potential power inbalances between the partners.

PART III describes property rights and obligations of spouses. There legal regime of the property has been divided into two types: statutory and contractual (article 3.81.). This signifies the understanding of the plurality of needs and wishes. The "dangers" of contracting have been taken into consideration which is very important as well and reasonable limits have been put (articles 3.83., 3.85., 3.105.-3.108.).

Systems of legal regime of family assets and community property of spouses give a strong protection to family life and to the economical independence of each spouse after marriage (articles 3.84., 3.88., 3.117.). If one wants to give more emphasis to independence of spouses during marriage their properties could be seen to be separate but the use of family assets could be restricted in a similar manner as above and divided after termination of marriage in a similar manner as well, according to the community property principle.

Part IV describes rights and obligations of parents and children. Childrens' right to be heard is an important principle which has been included to the articles 3.172, 3.182., 3.185., 3.186., 3.191., 3.223., 3.236. The obligation of children to maintain their parents included into article 3.213, as well as the duty to maintain some other relatives (articles 3.244. and 3.245).

There still are different alternatives in article 3.155. concerning which women would be allowed to reproduce with the help of insemination. Alternative I: grown-up women are permitted to get insemination. It does not discriminate any groups of women and offers a safe and professional measure to everybody. According to the draft privately done inseminations are illegal and the sanctions are potentially very hard (articles 3.154. and 3.162.). It is pondered in article 3.156 how detailed the permitted types of insemination should be defined. Alternative II: only the sperm of the husband could be used.

Part V describes adoption. According to the draft only a married couple is as a general rule allowed to adopt (article 3.218., 3.217.).

Part VI. Rights and responsibilities of other family members includes chapter "Cohabitation without registering marriage". There has in practice appeared much need for this kind of legislation. This chapter clarifies the situation and gives protection to people who have lived together in a common household but without the protection of marriage laws. The needs for legal safety are the same whether the union is a legal marriage or a common law marriage.

It is also important to note importance of registers if people have rights and obligations towards each other, like maintenance. Without proper registers the

realization of these rights may be very ineffective. Part VIII describes acts of civil status and their registration.

PART III

CONCLUSIONS

PRIORITIES, ACHIEVEMENTS AND PROBLEMS

The main priority of the country is to ensure implementation of human rights as provided for in the Constitution of the Republic of Lithuania, i.e. the right to non discrimination on the basis of gender, the right to education and employment, etc. Existing legislation ensure rights, provided in the Constitution. The Law on Equal Opportunities for Men and Women was adopted authorising state institutions, employers and educational institutions to take measures to ensure the constitutionally guaranteed human rights.

In 1996 the Programme for the Advancement of Women was prepared. The first implementation plan of the Programme for 1996 – 1998 has been already accomplished. The second plan for 1998 – 2000 is currently carried out in accordance with the planned measures, indicated implementing institutions and terms for implementation. Parts of the plan related to amendments of the legal basis, creation of the national machinery and educational activities have been implemented most successfully.

Mechanism for implementation of the Programme for the Advancement of Women has been created and is continuously developed, supporting representation of women's issues on all levels. Counsellor to the Government of the Republic of Lithuania deals with gender related issues at the Government; Division of Labour Market and Equal Opportunities - at the Ministry of Social Security and Labour; a separate unit has been established at the Department of Statistics. An Inter-institutional Commission will monitor the implementation of the Programme for the Advancement of Women. After elections to the Seimas of the Republic of Lithuania the number of women in the Parliament increased from 7% to 18%. The majority of women in the Parliament joined into a Group of women-parliamentarians and assisted in acceleration of the drafting and adopting of the Law on Equal Opportunities for Men and Women. Following the implementation of the Law, Ombudsman's post for monitoring equal opportunity issues was established and Ombudsman's service created.

The Law on Equal Opportunities for Men and Women was adopted 1 December 1998. It influenced review of all social security and labour related legislation, if and whether they do not violate equal opportunities of men and women. The review revealed that legislation protecting maternity slightly discriminates fathers. Accordingly, amendments for equalizing the rights of mothers and fathers in the sphere of labour are in the drafting process. Soon after the enforcement of the Law educational institutions for higher learning were checked if and whether they do not apply different quotas for boys and girls. It has been established, that among many verified schools of Lithuania, only the Academy of War Science has no admittance for girls. However it happened due to erroneous interpretation of the Statute of the Academy.

The Ombudsman on equal opportunities notified the said institution on the issue and the problem is currently settled.

Difficult economic situation in Lithuania inevitably had a negative impact on women. Economy in Lithuania was closely related to the economy in Russia, as Russia was the major importer of Lithuanian goods. Due to economic crisis in Russia, economy of Lithuania dropped and, of course, negatively affected employees. Unemployment rate at the end of 1998 was 5,6% (among women – 6,2%) and at the end of 1999 it increased to 8,4% (equally among men and women – 8,4%). However, Local Labour Exchange offices continued implementation of the set objectives and tasks for activation of the unemployed, directing them to active job-search programmes concluding agreements on employment plans. Such activities had a positive impact on addressing labour market problems of women.

Violence against women and especially in the family remains a sore issue and the state is taking measures to combat it. Participation of women in political life and decision taking still is an open problem. Women haven't reached yet the "critical mass" for influencing policy of the country and introducing changes to political priorities with regards to the rights of women and equal opportunities. Work of NGO's and mass media regarded to these issues.

The increasing number of women's organisations deserves positive assessment. They become stronger and more powerful. Due to the activities of women's organisations the society witnessed quite a few changes. The attitude of the authorities and understanding of gender related and equality matters is gradually changing in the society. The issue is more often addressed and dealt with in the media, legislation is amended, the status of women in the society is improving.

In comparison to the first years of independence, changes in the status of women in the society are rather significant in all spheres of life, however, many issues remain to be addressed in the future.

Involvement of women into public (civil) initiatives, participation in governmental structures, leadership in professional career and businesses, family relations based on the principle of equality and partnership – are the areas of concern not only for women themselves. These are the areas of concern for the governments and the society as a major condition and indicator for mature communities in the valuable development of the humanity.

ANNEXES

Data provided by Statistics Lithuania, Yearbook "Women and men in Lithuania", 1998

TABLE 1

POPULATION AND EMPLOYMENT

(average annual number; in thousands)

	1990	1995	1997	1998
Total population	3722.3	3714.8	3705.6	3702.4
Working age and over	2827.8	2853.9	2873.3	2886.5
Women	1520.2	1538.7	1550.4	1557.3
Men	1307.6	1315.2	1322.9	1329.2
Labour force	1852.7	1752.6	1773.7	1769.8
Women	996.8	884.7	876.8	861.3
Men	855.9	867.9	896.9	908.5
Employed	1852.7	1643.6	1669.2	1656.1
Women	996.8	825.1	821.2	803.2
Men	855.9	818.5	848.0	852.9
Unemployed	-	109.0	104.5	113.7
Women	-	59.6	55.6	58.1
Men	-	49.4	48.9	55.6
Inactive population	975.1	1101.3	1099.6	1116.7
Women	523.4	654.0	673.6	696.0
Men	451.7	447.3	426.0	420.7

TABLE 2

WOMEN AND MEN IN TOTAL NUMBER OF EMPLOYED POPULATION

(in per cent)

	1997		1998	
	Women	Men	Women	Men
Total	49.2	50.8	48.5	51.5
Agriculture, hunting and forestry	37.3	62.7	38.4	61.6
Fishing	15.4	84.6	14.3	85.7
Mining and quarrying	30.3	69.7	29.0	71.0
Manufacturing	45.0	55.0	45.6	54.4
Electricity, gas and water supply	20.3	79.7	20.9	79.1
Construction	11.2	88.8	9.7	90.3
Wholesale and retail trade, repair of motor-vehicles, motorcycles and personal and household goods	65.6	34.4	60.4	39.6
Hotels and restaurants	72.6	27.4	74.4	25.6
Transport, storage and communication	31.3	68.7	31.0	69.0
Financial intermediation	79.9	20.1	79.2	20.8
Real estate, renting and business activities	45.2	54.8	45.8	54.2
Public administration and defence; compulsory social security	35.6	64.4	36.9	63.1
Education	76.0	24,0	76.2	23.8
Health and social work	84.4	15.6	82.3	17.7
Other community, social and personal service activities	60.1	39.9	58.1	41.9
Activity of private households with paid personnel	98.2	1.8	98.2	1.8

TABLE 3

EMPLOYED POPULATION BY OCCUPATION

(in thousands)

	Total	Women	Men
Total	1588.0	769.6	818.4
Legislators, senior officials and managers.	177.2	63.2	114.0
Professionals	213.1	147.2	65.9
Technicians and associate professionals[1]	117.0	83.0	34.0
Clerks	84.5	70.5	14.0
Service and sales workers	164.6	115.5	49.1
Skilled agricultural forestry and fishery workers	219.0	102.2	116.8
Craft and related trades workers[2]	278.9	73.6	205.3
Plant and machine operators and assemblers	160.9	27.0	133.9
Elementary occupations	172.9	87.4	85.5

[1] *Under this title go various technicians and operators, marine, aircraft and railway engineers and navigators, various nurses, associate professionals, other associated training specialists, agents, welfare workers, night-club dancers, announcers, etc.*

[2] *Under this title go construction workers, builders, metal workers, printers, food producers, wood workers, sewers, shoemakers, etc.*

TABLE 4

EMPLOYED POPULATION BY ECONOMIC ACTIVITY

(in thousand)

	1995			1998		
	Thousand		Female, %	Thousand		Female, %
	Male	Female		Male	Female	
Total	**818.5**	**825.1**	**50.2**	**852.9**	**803.2**	**48.5**
Agriculture, hunting and forestry	253.9	136.1	34.9	218.3	136.3	38.4
Fisheries	1.5	0.3	19.2	1.2	0.2	14.3
Mining and quarrying	2.6	1.3	33.1	2.2	0.9	29.0
Manufacturing industry	160.5	141.8	46.9	156.1	130.8	45.6
Electricity, gas and water supply	32.8	9.5	22.5	32.1	8.5	20.9
Construction	98.0	16.7	14.6	106.7	11.5	9.7
Wholesale and retail trade, motor vehicle and motorcycle maintenance, repairs of personal and household articles	54.1	156.8	74.3	96.1	146.6	60.4
Hotels and restaurants	4.0	14.7	78.7	6.5	18.6	74.4
Transport, storage and communications	64.7	30.8	32.4	66.9	30.0	31.0
Financial mediation	2.9	17.7	85.9	3.0	12.1	79.2
Real estate, renting and commerce	17.6	19.2	52.3	25.4	21.6	45.8
Public administration and defence; compulsory social security	45.8	21.8	32.2	44.5	26.6	36.9
Education	32.9	109.4	76.9	36.4	116.4	76.2
Health care and social work	15.7	86.9	84.7	19.2	89.4	82.3
Other community, social and personal service activities	31.9	62.1	66.1	38.3	51.7	57.6
Activity of private household with paid personnel					2.0	98.2

TABLE 5

UNEMPLOYED BY AGE, 1998
(as of the end of the year)

	Male		Female	
	Thousand	%	Thousand	%
Total	61.7	100	61.1	100
Under 19 years of age	3.3	5.4	2.3	3.7
19-24	9.5	15.4	8.0	13.0
25-29	6.7	10.8	7.4	12.1
30-49	31.0	50.2	34.1	55.9
50-54	5.3	8.5	7.2	11.9
55-59	5.3	8.7	2.1	3.4
60 years of age and above	0.6	1.0	0.0	0.0

TABLE 6

UNEMPLOYED BY SEX AND EDUCATION

(as of December 31; in thousands)

	1997			1998		
	Total	Women	Men	Total	Women	Men
Total	120.2	58.3	61.9	122.8	61.1	61.7
Higher	8.3	3.2	5.1	7.1	4.6	2.5
College level	21.4	7.2	14.2	20.7	13.4	7.3
Vocational	45.4	25,8	19,6	41.7	16.5	25.2
Unskilled	45.1	22.1	23.0	53.3	26.6	26.7
Percent						
Total	100.0	100.0	100.0	100.0	100.0	100.0
Higher	6.9	5.6	8.2	5.8	7-5	4.1
College level	17.8	12.3	23.0	16.8	21.9	11.8
Vocational	37.8	44.1	31.7	34.0	27.0	40.8
Unskilled	37.5	37.1	38.0	43.4	43.6	43.3

According to the Law on Support for the Unemployed Persons an unemployed is considered to be a non-working able-bodied person of a working age not studying at day-time educational institutions who has registered according to this place of residence in a state labour exchange as seeking for a job and ready for vocational training.

TABLE 7

AVERAGE GROSS EARNINGS OF WOMEN AS COMPARED TO MEN'S

(percentage)

Title of economic activity		1997		1998		1999
		April	October	April	October	April
Total	All employees	74,5	73,9	76,9	77,2	81,9
	Workers	71,4	71,5	71,3	69,3	72,6
	Clerks	65,3	63,7	65,8	67,1	71,3
Agriculture, hunting and forestry	All employees	89,1	84,9	93,6	95,4	97,2
	Workers	73,5	64,3	80,4	76,8	88,0
	Clerks	89,0	93,3	89,4	93,8	90,5
Fisheries	All employees	105,1	102,0	96,4	97,0	93,5
	Workers	91,0	90,1	85,4	90,5	
	Clerks	87,6	94,3	76,6	74,9	
Mining and quarrying	All employees	89,4	86,3	89,9	88,2	85,6
	Workers	72,6	72,5	69,1	68,9	77,0
	Clerks	68,9	64,9	69,0	66,5	61,0
Manufacturing	All employees	80,6	80,5	77,8	77,7	77,1
	Workers	81,2	81,3	78,3	78,5	77,0
	Clerks	71,3	70,4	68,1	67,9	70,0
Electricity, gas and water supply	All employees	77,9	78,3	78,1	79,4	80,4
	Workers	74,5	75,0	74,1	75,1	75,5
	Clerks	67,4	68,0	68,2	69,3	69,2
Construction	All employees	87,5	86,2	88,7	87,4	90,6
	Workers	77,7	69,8	70,4	70,4	74,9
	Clerks	69,3	68,6	70,2	65,2	71,9
Wholesale and retail trade; motor vehicle and motorcycle maintenance, repairs of personal and household articles	All employees	82,2	80,2	81,5	82,3	81,2
	Workers	78,3	81,3	81,0	77,5	81,1
	Clerks	71,6	68,1	67,9	70,7	70,4
Retail trade, except trade in motor vehicles and motorcycles; repairs of personal and household articles	All employees	86,6	80,8	89,7	83,0	92,8
	Workers	82,8	87,2	89,1	84,4	
	Clerks	76,1	68,2	76,8	69,7	
Hotels and restaurants	All employees	76,3	74,9	77,4	78,5	76,5
	Workers	79,4	80,5	84,6	85,2	83,5
	Clerks	74,4	71,7	74,4	73,8	73,1
Transport, storage and communications	All employees	81,0	79,5	84,8	82,3	86,8
	Workers	74,6	72,2	80,1	76,3	82,0
	Clerks	70,7	65,7	62,3	62,0	63,4
Land transport, transportation by pipeline	All employees	87,5	88,0	94,4	88,3	95,8
	Workers	77,3	78,3	85,2	79,9	
	Clerks	78,9	78,4	74,8	71,4	
Railway transport	All employees	83,7	82,3	88,8	81,6	88,0
	Workers	71,2	70,3	77,7	73,1	

	Clerks	83,3	79,8	76,4	70,7	
Water transport	All employees	70,7	61,7	62,8	65,5	68,7
	Workers	58,2	50,6	50,5	73,3	
	Clerks	75,8	66,9	63,9	64,2	
Air transport	All employees	73,8	70,6	71,1	70,3	58,7
	Workers	79,5	71,8	72,6	72,5	
	Clerks	66,5	65,8	66,3	65,4	
Financial mediation	All employees	67,0	67,5	67,2	65,4	66,0
	Workers	55,5	56,6	59,3	59,1	54,7
	Clerks	65,8	66,9	66,0	64,0	65,2
Cash mediation	All employees	69,3	70,5	65,8	65,9	65,6
	Workers	54,2	55,6	50,9	51,3	43,7
	Clerks	68,6	70,3	65,4	65,6	66,1
Accumulation of insurance and pension financial resources, except compulsory social security	All employees	62,2	59,5	69,6	66,1	72,2
	Workers	71,1	74,6	85,4	72,9	67,4
	Clerks	60,7	58,2	67,1	63,2	69,9
Real estate, renting and commerce	All employees	85,8	83,1	82,8	81,9	83,6
	Workers	82,4	76,9	76,5	76,4	80,0
	Clerks	76,5	74,6	73,9	73,3	74,3
Scientific research and applied work	All employees	77,9	78,5	77,5	76,5	77,3
	Workers	92,3	80,6	85,2	86,6	79,4
	Clerks	69,3	72,0	71,8	71,1	69,4
Public administration and defence; compulsory social security	All employees	86,7	86,1	87,6	90,5	90,5
	Workers	82,6	78,8	73,6	75,7	74,4
	Clerks	80,0	79,3	82,8	85,5	87,5
Activity in general national politics	All employees	85,4	84,1	83,7	81,9	87,5
	Workers	75,6	73,2	67,6	65,5	73,3
	Clerks	80,8	78,8	79,2	78,2	83,3
Public security and law enforcement activity,	All employees	...	...	72,3	72,8	75,9
Compulsory and social security	All employees	114,2	101,5	104,7	106,4	101,1
	Workers	85,6	84,3	77,7	79,5	87,3
	Clerks	89,0	76,2	79,0	76,8	75,8
Education	All employees	81,7	77,4	83,9	87,3	95,9
	Workers	89,7	90,9	90,1	91,0	90,5
	Clerks	73,3	68,8	74,3	77,7	87,3
Secondary education	All employees	92,8	...	99,9	104,0	111,8
	Workers	90,1	93,6	91,6	93,5	93,4
	Clerks	84,0	...	89,5	92,8	97,4
Higher education	All employees	62,8	65,6	62,1	61,0	74,0
	Workers	80,7	77,8	78,3	76,5	83,1
	Clerks	62,8	66,0	63,0	61,5	72,4
Health care and social work	All employees	85,6	85,2	86,6	86,2	84,6
	Workers	88,3	89,8	84,1	83,1	99,6
	Clerks	73,1	72,3	74,9	74,6	90,8
Medical treatment of people	All employees	84,0	83,2	84,8	83,9	81,2
	Workers	87,9	89,1	82,0	80,4	83,9
	Clerks	71,4	69,7	72,4	71,7	69,2

Other community, social and personal service activity	All employees	81,0	82,5	87,9	88,2	85,7
	Workers	78,9	78,7	78,7	78,4	72,0
	Clerks	71,6	72,2	77,0	77,3	75,0
Leisure and entertainment organisation, cultural and sports activity	All employees	77,9	79,4	84,3	84,3	79,8
	Workers	80,9	83,0	81,8	82,0	74,9
	Clerks	71,6	72,4	77,4	77,7	73,4

TABLE 8

AVERAGE GROSS MONTHLY EARNINGS OF THE NATIONAL ECONOMY BY ECONOMIC ACTIVITY AND BY SEX

(in Litas)

Title of economic activity		1997		1998		1999
		April	October	April	October	April
Total	Total	799	923	1014	1078	1071
	Female	685	788	886	944	968
	Male	920	1067	1152	1223	1182
Agriculture, hunting and forestry	Total	774	817	897	974	1014
	Female	703	716	850	937	991
	Male	789	843	908	982	1020
Fisheries	Total	479	552	575	598	605
	Female	499	561	559	584	573
	Male	475	550	580	602	613
Mining and quarrying	Total	870	1009	1052	1154	1118
	Female	798	899	965	1044	987
	Male	893	1042	1074	1184	1153
Manufacturing	Total	824	948	973	1027	1010
	Female	733	842	847	894	875
	Male	909	1046	1089	1150	1135
Electricity, gas and water supply	Total	1196	1280	1331	1339	1382
	Female	986	1059	1098	1121	1167
	Male	1266	1353	1406	1411	1451
Construction	Total	866	1077	1074	1259	976
	Female	773	947	968	1119	896
	Male	883	1098	1091	1280	989
Wholesale and retail trade; motor vehicle and motorcycle maintenance, repairs of personal and household articles	Total	654	758	846	891	898
	Female	599	684	770	814	808
	Male	729	853	945	989	995
Retail trade, except trade in motor vehicles and motorcycles; repairs of personal and household articles	Total	586	692	723	808	751
	Female	560	644	702	769	731
	Male	647	797	783	926	788
Hotels and restaurants	Total	538	625	681	695	756
	Female	499	576	634	650	697
	Male	654	769	819	828	911
Hotels	Total	707	816	895	920	1034
	Female	667	756	829	855	943
	Male	779	922	1029	1046	1203
Transport, storage and communications	Total	925	1033	1140	1216	1179

	Female	799	881	1016	1063	1068
	Male	986	1108	1198	1292	1230
Land roads, transportation by pipelines	Total	806	910	966	1005	951
	Female	730	827	926	917	922
	Male	834	940	981	1038	962
Railway transport	Total	952	1084	1148	1105	1184
	Female	843	947	1060	967	1088
	Male	1007	1151	1194	1185	1236
Water transport	Total	1173	1582	1412	1570	1593
	Female	872	1046	947	1086	1150
	Male	1233	1696	1508	1658	1673
Air transport	Total	1277	1469	1790	1926	1993
	Female	1026	1143	1397	1493	1374
	Male	1390	1620	1966	2124	2340
Financial mediation	Total	1603	1752	1851	1917	2161
	Female	1352	1485	1568	1607	1809
	Male	2017	2199	2333	2456	2740
Cash mediation	Total	1685	1830	1951	2005	2190
	Female	1436	1575	1629	1681	1831
	Male	2071	2234	2477	2549	2792
Accumulation of insurance and pension financial resources, except of compulsory social security	Total	1232	1342	1588	1517	1870
	Female	1051	1116	1403	1314	1668
	Male	1690	1876	2017	1988	2309
Real estate, renting and commerce	Total	791	916	1101	1181	1225
	Female	734	837	1004	1071	1115
	Male	855	1007	1212	1307	1333
Scientific research and applied work	Total	796	917	1105	1113	1113
	Female	701	810	972	969	973
	Male	900	1032	1255	1267	1258
Public administration and defence; compulsory social security	Total	1011	1241	1481	1480	1545
	Female	925	1132	1364	1393	1456
	Male	1067	1314	1557	1539	1609
Activity in general national politics	Total	981	1189	1503	1545	1637
	Female	916	1105	1397	1426	1540
	Male	1072	...	1669	1741	1760
Pubic security and law enforcement activity	Total	...	...	1926	1954	2334
	Female	...	...	1674	1709	2054
	Male	...	...	2248	2264	2705
Compulsory social security activity	Total	732	957	1117	1233	1248
	Female	748	959	1124	1245	1250
	Male	655	945	1074	1170	1236
Education	Total	650	725	867	947	1008
	Female	613	673	830	916	999
	Male	750	869	989	1049	1042
Secondary education	Total	641	707	853	938	994
	Female	627	678	852	946	1012
	Male	676	789	853	910	905

Higher education	Total	856	968	1187	1247	1094
	Female	679	785	931	966	954
	Male	1081	1197	1498	1584	1290
Health care and social work	Total	549	678	794	835	878
	Female	535	661	774	813	854
	Male	625	776	894	943	1010
Medical treatment of people	Total	547	677	785	828	870
	Female	533	659	763	804	843
	Male	633	792	900	958	1038
Other community, social and personal service activity	Total	631	731	833	875	956
	Female	572	668	783	825	887
	Male	706	810	891	935	1035
Leisure and entertainment organisation, cultural and sports activity	Total	621	730	873	921	1017
	Female	562	667	815	861	930
	Male	721	840	967	1021	1166